

WOMEN'S ATHLETICS AT THE UNIVERSITY OF NEVADA

Interviewees: 47 former student athletes, coaches, university administrators and supporters

Interviewed: 2007-2008

Published: 2013

Interviewers: Mary A. Larson, Allison Tracy and Tom King

UNOHP Catalog #220

Description

The Women's Athletics oral history project began in 2005 with the decision of Pack PAWS—the longstanding booster, fundraising, and watchdog organization for the University of Nevada women's intercollegiate athletics program—to produce a history of women's intercollegiate athletics at the university. Of particular interest was the impact of Title IX of the Education Amendments of 1972, barring discrimination based on sex for any educational program receiving federal funds.

The 47 chroniclers interviewed here by the University of Nevada Oral History Program (UNOHP) represent a cross-section of student athletes, coaches, administrators, and involved community members who share a wide range of experiences related to women's athletics at the University of Nevada, Reno. Their recollections reach back, in some cases, to the 1940s, and extend through 2008. Topics of discussion include changing perceptions of female athletes; the administrative history of the departments of Physical Education and Athletics; struggles for scholarships, resources, and publicity; development of teams and facilities; Title IX compliance; and the role of national organizations from the National Association of Girls and Women in Sport (NAGWS) and the American Alliance for Health, Physical Education, and Recreation (AAHPER) to the establishment of the Association of Intercollegiate Athletics for Women (AIAW) in 1971, and the later absorption of women's intercollegiate athletics into the National Collegiate Athletic Association (NCAA).

Edited and thematically arranged excerpts from these interviews appear in the book *We Were All Athletes: Women's Athletics and Title IX at the University of Nevada*, published by the University of Nevada Oral History Program in 2011.

WOMEN'S ATHLETICS
AT THE UNIVERSITY OF NEVADA

WOMEN'S ATHLETICS AT THE UNIVERSITY OF NEVADA

MADE POSSIBLE WITH GENEROUS DONATIONS FROM PACK PAWS,
UNIVERSITY OF NEVADA ATHLETICS, CECILIA LEE AND TOM KING

An Oral History conducted by Mary A. Larson, and Allison Tracy,
with additional interviews by Tom King
Edited by Alicia Barber, Mary A. Larson and Allison Tracy

University of Nevada Oral History Program

Copyright 2013
University of Nevada Oral History Program
Mail Stop 0324
Reno, Nevada 89557
unohp@unr.edu
<http://www.unr.edu/oralhistory>

All rights reserved. Published 2013.
Printed in the United States of America

UNOHP Publication Staff:

Director: Alicia Barber

Coordinator: Allison Tracy

Production Assistants: Jeana Bertoldi, Karen Frazier, Gillian Griffith,
Amy O'Brien and Laura Rocke

Transcription: Deborah Lattimore, TechniType Transcripts

University of Nevada Oral History Program Use Policy

All UNOHP interviews are copyrighted materials. They may be downloaded and/or printed for personal reference and educational use, but not republished or sold. Under "fair use" standards, excerpts of up to 1000 words may be quoted for publication without UNOHP permission as long as the use is non-commercial and materials are properly cited. The citation should include the title of the work, the name of the person or people interviewed, the date of publication or production, and the fact that the work was published or produced by the University of Nevada Oral History Program (and collaborating institutions, when applicable). Requests for permission to quote for other publication, or to use any photos found within the transcripts, should be addressed to the UNOHP, Mail Stop 0324, University of Nevada, Reno, Reno, NV 89557-0324. Original recordings of most UNOHP interviews are available for research purposes upon request.

CONTENTS

Preface	xi
Introduction	xiii
Chronicler Biographies	xvii
1. Joe Crowley	1
2. Pat Miltenberger	69
3. Lue Lilly	121
4. Dick Trachok	161
5. Rayona Sharpnack	173
6. Kristen Avansino	183
7. Charlene Bybee	201
8. John Legarza	221
9. Pat Hixson	245
10. William Wallace	291
11. Jerry Ballew	299

12. Cathy Trachok	321
13. Kevin Christensen	331
14. Laurie Crom	391
15. Elaine Deller-Tone	409
16. Marie Stewart	421
17. Deborah Fuetsch	437
18. Angie Taylor	455
19. Jim Kidder	499
20. Lane Murray	527
21. Chris Ault	543
22. Suzanne Bach	569
23. Kurt Richter	597
24. Kerri Garcia	629
25. Mike Anderson	645
26. Gary Steffensen	665
27. Wendy Damonte	675
28. Eric Herzik	689
29. Ali McKnight	703
30. Curt Kraft	741
31. Ada Gee	757
32. Lynn Bremer	793
33. Valerie Cooke	799
34. Randi Thompson	817
35. Fred Harvey	829

36. Rosalyn Wright	851
37. Mary Conklin	861
38. Victoria Mendoza	879
39. Sue Wagner	897
40. Joan Wright	913
41. Devin Scruggs	929
42. Madeline Kenyon	953
43. Limin Liu	983
44. Michelle Gardner	999
45. Cindy Fox	1023
46. Cary Groth	1041
47. Jean Perry	1057
Photo Credits	1083

PREFACE

The Women's Athletics oral history project began in 2005 with the decision of Pack PAWS—the booster, fundraising, and watchdog organization affiliated with the University of Nevada women's intercollegiate athletics program—to produce a history of women's intercollegiate athletics at Nevada. Of particular interest was how women's athletics was impacted by the enactment of Title IX, as well as the events that led up to and followed that important piece of legislation. Because so many pivotal figures from this era were still available, the decision was made to pursue an oral history project, leading to the involvement of the University of Nevada Oral History Program (UNOHP).

Founded in 1964, the UNOHP records and collects interviews that address significant topics in Nevada's remembered past. The program's chroniclers are primary sources: people who participated in or directly witnessed the events and phenomena that are the subjects of the interviews. Following precedent established by Allan Nevins at Columbia University in 1948, and perpetuated since by academic programs such as ours, these recorded interviews and their transcripts are called oral histories.

The majority of the interviews contained in this volume were conducted by Mary Larson

and Allison Tracy, with additional interviews by Tom King, between April 2007 and August 2008, generating a total of more than 100 hours of recordings with 47 different chroniclers. These chroniclers were selected by UNOHP staff in consultation with an advisory board consisting of representatives of Pack PAWS, University of Nevada Athletics, and former university administrators with close ties to the program. The goal was to reach a representative cross-section of student athletes, coaches, administrators, and involved community members who could share a wide range of experiences related to women's athletics at the university. Their recollections about the University of Nevada reach back, in some cases, to the 1940s, and extend through 2008.

The text in this volume is crafted from the verbatim transcripts of the interviews conducted for this project, but it has been edited for clarity, while remaining faithful to the transcripts' contents, and adhering as closely as possible to the chroniclers' spoken words. To add context to written representations of the spoken word, the UNOHP uses certain editorial conventions. Laughter is represented with [laughter] at the end of a sentence in which it occurs, and ellipses are used to indicate that a statement has been

interrupted or is incomplete. . .or there is a pause for dramatic effect.

As with all of our oral histories, while we can vouch for the authenticity of the oral history interviews, we advise readers to keep in mind that this volume is comprised of personal accounts of remembered pasts, and we do not claim that the recollections are entirely free of error. We can state, however, that the transcripts accurately reflect the oral history recordings on which they were based. All statements made here constitute the remembrance or opinions of the individuals who were interviewed, and not the opinions of the UNOHP.

This project had some particular hurdles to surmount, appearing at a transitional time in the administration of the UNOHP, and spanning the directorships of three individuals: Dr. Tom King, who retired in January 2009 after 25 years as director; Dr. Mary Larson, who departed the program in June 2009 after eleven years to head the Oklahoma Oral History Research Program at Oklahoma State University; and Dr. Alicia Barber, who was hired as director upon Mary's departure. During this period, the program also experienced a major reduction in funding and staff due to Nevada's statewide budget crisis, and became administratively housed in the Department of History. Allison Tracy, who had worked previously for the program but departed for graduate school in 2008, returned as the UNOHP's coordinator in June 2009.

This expansive project was made possible by the generosity of several major donors. The early stages were funded by contributions from the members of Pack PAWS, with a major contribution from Cecilia Lee. Its completion was ensured by the timely intervention of Cary Groth, Director of Intercollegiate Athletics at the University of Nevada, who provided a significant contribution from University of Nevada Athletics. Additional support came from Tom King.

We are immensely grateful to the members of the advisory board—Joe Crowley, Cary Groth, Lue Lilly, Jean Perry, Angie Taylor, Dick Trachok, and Jim Kidder—as well as Tekla Martin, for their advice, knowledge, and support.

Special thanks to the staff of Special Collections at the University of Nevada's Mathewson-IGT Knowledge Center and the University of Nevada Athletics communications staff, both of whom provided free and open access to their photographic archives.

Finally, this volume would never have appeared without the tireless efforts of Jim Kidder, chair of the project's advisory board and one-man cheering section—an energetic and diplomatic soul who gently but firmly shepherded the project through from start to finish. We would all like to express our sincere gratitude to him for his assistance, guidance, and abiding good humor.

Edited and thematically arranged excerpts from these interviews appear in the book *We Were All Athletes: Women's Athletics and Title IX at the University of Nevada*, published by the University of Nevada Oral History Program in 2011.

For more information on the UNOHP or any of its publications, please contact the University of Nevada Oral History Program at Mail Stop 0324, University of Nevada, Reno, NV 89557-0324 or by calling 775/784-6932.

Alicia Barber, Ph.D.
Director, UNOHP
June 2013

INTRODUCTION

Athletic competition began at the University of Nevada during the 1898-99 school year. The first victory in varsity intercollegiate competition came that year when Nevada beat Stanford, 3-2. The sport was basketball. The players were women. Just a few years earlier, Senda Berenson, a young physical education teacher at Smith College, had introduced the game of basketball to her classes with no intention that it become an engine of competition between colleges, or even within them. A recreational activity for female students is what Ms. Berenson had in mind, with one class playing against another simply as a form of exercise. But by the second year at Smith (1894-95), the gymnasium stands were full of cheering fans, the contest was very much a serious competition, and victory was followed by a major celebration in town. Despite Berenson's desire to the contrary, women's basketball expanded quickly across the nation as a competitive sport. That is how the University of Nevada memorably came to take the measure of Stanford in the winter of 1899.

In the decades that followed, sports for girls and women were overlaid with a strong emphasis on protecting the health of the players. To some female physical education professionals, intercollegiate competition was something to be

discouraged. In their minds, sports could provide a valuable opportunity for exercise, recreation, improved health, and socializing, but nothing more. That perspective governed athletics for women in the nation's high schools and higher education institutions for much of the twentieth century. In the same time period, certain physical education classes emerged nationwide as required courses, for both men and women. Through these classes and related activities, athletic competition for females became increasingly common on some campuses and, notwithstanding major efforts at containment, grew in importance as the century wore on.

This oral history illustrates the growing challenges to the dominant philosophy regarding sports for women, as they affected women's athletics at the University of Nevada, particularly over the course of the last 50 years. The athletes themselves narrate much of the story of this period. But coaches, teachers, athletic directors and university administrators are represented here as well, along with community leaders whose involvement, influence, and support became critical instruments of change.

The story began long before today's memories can reach, with that 1899 victory at Stanford, and continued with the appointment of Elsa Sameth to

direct the university's physical education program for female students, in 1913. Ruth Russell joined Sameth in 1939, and during her 30-year tenure, became a person of great consequence for generations of female student athletes at Nevada. It was on Dr. Russell's watch that women's athletics, including games against teams from other colleges and universities, began a revival, mirroring the emphasis on competition increasingly evident in women's programs across the country. Some of Russell's students come forward in this volume to tell of her many contributions.

Luella Lilly, a fine athlete herself and champion of the cause of intercollegiate competition, replaced Professor Russell and, for the better part of a decade, had a substantial impact on the women's program. Her recollections and observations and those of women she coached and taught are a key component of this history. She played many roles during her time on campus (1969-1976), serving not only as coach and teacher but also as trainer, counselor, administrator, and occasional bus driver.

It was three years into Dr. Lilly's tenure at Nevada that Title IX was passed and began to exert a national influence. Although signed into law in 1972, Title IX would not begin to be enforced in earnest for some time, due to a number of legal challenges and clarifications. Over the next two decades, cases such as *Grove City College v. Bell* and others muddied the waters and made compliance with Title IX a confusing and moving target, in part because the level of enforcement varied with succeeding presidential administrations.

A few years after Dr. Lilly's departure, I became the president of the university. I had been on the faculty since 1966, had met Ruth Russell, knew Lue Lilly reasonably well, and loved college sports, but had relatively little knowledge of the history of women's athletics programs. I was born and raised in Iowa, where girls' high school basketball held major spectator and media interest. Although among the spectators, I recall noting how different the rules were in the girls' game (a limit on the number of dribbles allowed, for example). In my college years, as student and professor, I had seldom watched a

women's sporting event. I had not followed the early struggles in the implementation of Title IX and, until my appointment as president, had been largely unaware of the types of budget, facility, travel, scholarship, publicity, and other challenges our female student athletes and their coaches had faced. My education was soon to begin.

A year after I became president, our women's swimming and diving team won the small college national championship sponsored by the Association of Intercollegiate Athletics for Women (AIAW). The event was held on the Nevada campus. I was present for parts of it. The morning after we became champions, despite the best efforts of Coach Jerry Ballew, no story of our success appeared in the local newspaper. A national championship! No story! This was a wake-up call for me.

As if I needed more, there were the annual NCAA conventions I attended in the late 1970s and early 1980s, at which Title IX was a topic much on the minds of the delegates (almost all males) and their association. Fear was the dominant feeling in the convention hall and hallways, because of the potential financial impacts of the legislation. Perforce, my own interest and involvement grew. On an ironic historical note, in spite of the trepidation on the national level during this time, it was then that the NCAA decided to finally become involved with women's athletics. The organization began to challenge the AIAW for governance of women's athletics for the first time, sponsoring its inaugural women's championships in 1980.

Around the country, from district courts to the U.S. Congress, Title IX was often in the headlines, and the NCAA became increasingly attentive to its implications and interpretations. I began to be very active in the work of the organization at about this time, and the Nevada campus was stirring as well. Chris Ault was appointed as athletics director in 1986, with instructions to place a high priority on the development and funding of women's teams. Over the next few years, Angela Taylor worked her way up in the department, to the position of associate director and senior woman administrator. By the

early 1990s, another important court case had been filed on the national level (*Cohen v. Brown University*, in 1992), and on the local level, a support group for women's athletics called Pack PAWS was formed, which became instrumental in supporting women's sports at the university.

My own involvement in the NCAA at about this time included the chairmanship of a committee that assembled a certification policy for Division I member institutions, a type of required accreditation that included a standard for gender equity. That policy was set in place by vote at the 1993 NCAA Convention, one at which I was also elected to serve a two-year term as the organization's president. Assumption of that position put welcome pressure on me to ensure that our women's programs would be further enhanced. Before the 1990s were over, Nevada regents, governors, and the state legislature began to demonstrate an interest in Title IX and in state financial assistance, and private donors came forward to help as well.

All of these matters are covered in the commentaries that follow, notably in terms of the impacts experienced by our student athletes. Ultimately, their patience and determination led to greater recognition and success for women's athletics at the university. The help of so many others, vividly described in this volume, was imperative in getting the university where it needed to go. Donors in particular were instrumental—Dixie May, the Cord, Redfield, and Wiegand Foundations, Nazir and Mary Ansari, Lynn Bremer, Christina Hixson and the Lied Foundation Trust, and others were generous supporters.

For years, the Ansaris contributed to the success of our Salute to Champions annual dinners, celebrating the accomplishments of our women's teams. These dinners featured celebrity speakers such as Jackie Joyner-Kersey, Robin Roberts, and Julie Foudy. In the same period, the number of female coaches increased. In 2004, Cary Groth became the director of athletics at Nevada, one of only six women in that position at the time among the 119 Division I-A institutions in the country. Later in this century's first decade,

the University of Nevada was recognized twice as the nation's number one higher education institution in complying with the standards of Title IX. The people who tell their stories in the pages that follow are the folks who made that signal accomplishment possible. Their testimonies make for great reading. They are the raw material from which this history is made.

Dr. Joseph N. Crowley
President and Professor of Political Science Emeritus
University of Nevada, Reno
December 2010

This introduction was originally written for the book, We Were All Athletes: Women's Athletics and Title IX at the University of Nevada, published by the UNOHP in 2011.

CHRONICLER BIOGRAPHIES

Arriving at Nevada with an extensive background of high school and club coaching around the country, **Mike Anderson** became the coach for Nevada's women's swimming and diving team in 1989. He remained with the university until 2000.

Chris Ault rose from the position of football coach to that of athletic director, although continuing to simultaneously serve as football coach and A.D. for a number of years. In 2004, he resigned as A.D. and returned to coaching the football team full time.

Kristen Avansino joined the faculty of the University of Nevada as a tenure-track dance professor in 1971, developing the dance program during her years on campus. The dance program, during those years, was a part of the Physical Education Department.

Suzanne Bach worked in the Athletic Department prior to becoming Chris Ault's executive secretary after his appointment as athletic director in 1986. She later became the compliance coordinator and stayed in that position until February of 1999.

Jerry Ballew was Nevada's women's swimming and diving coach from 1976 to 1983 and again for the 1985-1986 season. His 1979 team won the AIAW Small College National Championship. He taught in the Physical Education department as an instructor and then a professor from 1976 until his retirement in 2006.

Lynn Bremer had been a teacher and resource specialist, a Peace Corps volunteer, and a founding member of the Nevada Women's History Project before donating money to fund the Bremer Study Center in 1994.

Charlene Bybee entered the University of Nevada in 1972 and competed as a gymnast during her college career. In later years, she became active with the Pack PAWS booster group.

A 1975 graduate of the University of Nevada, **Kevin Christensen** coached women's cross-country from 1978-1980 and men's skiing and women's club skiing from 1977-1980. He also developed women's track as a club sport during his time as coach.

Mary Conklin was hired as the director of development for women's athletics in 1996. After she left the university, she remained active in Pack PAWS, serving as president of the organization.

Valerie Cooke, now a federal magistrate, became an early member of Pack PAWS through her involvement with the Northern Nevada Women Lawyers Association.

Laurie Crom became involved in sports her junior year at the University of Nevada and competed in cross-country and track between 1978 and 1981.

Joe Crowley was a faculty member at Nevada from 1966 until 1978, when he became interim president of the university. He formally took the reins as president the following year, retiring from that position in 2001 after a record-setting term of 23 years. In addition to his administrative leadership at the university, he headed the NCAA from 1993 to 1995, and his service in that position significantly affected Nevada women's athletics.

A swimmer at Nevada from 1990-1992, **Wendy Damonte** would later become involved in Pack PAWS and serve as that organization's president.

A ranked player herself, **Elaine Deller-Tone** had an extensive and varied background in tennis when she took over the Nevada women's tennis program in 1977. She remained with the team until 1984.

Cindy Fox became the senior woman administrator for Nevada athletics in 2000, having previously served as associate athletics director and senior woman administrator at Kansas State University. She remained at Nevada in the role of executive associate athletics director until 2009.

Deborah Fuetsch competed on Nevada's tennis team from 1980 to 1982. She left after her sophomore year to focus on academics. She later became a member of Pack PAWS.

A multi-sport athlete in high school, **Kerri Garcia** was already a ranked player in the California system when she joined Nevada's tennis team. She competed for the university from 1988 to 1992 and later became involved with Pack PAWS.

Michelle Gardner had coached at the high school and college levels and played professional softball prior to coaching women's softball at Nevada from 2002 to 2008. She was named WAC Coach of the Year in 2008.

Ada Gee had coached at numerous colleges prior to becoming the women's basketball coach at Nevada in 1993, a position she held until 2003.

In 1994, **Cary Groth** became the athletic director at her alma mater, Northern Illinois University, thus becoming one of the few female, Division-I A.D.'s in the United States. She retained that distinction when she was hired as the athletic director at Nevada in 2004. Among other honors, Groth served as the president of the National Association of Collegiate Women Athletic Administrators from 1994-1995.

A West Point graduate and military officer, **Fred Harvey** came to Reno in 1992 as a professor of military science for the ROTC detachment at the University of Nevada. He took over coaching the rifle team, turning it into an NCAA program in 1995 that went on to success and national rankings.

A longtime faculty member in the Political Science Department at the University of Nevada, **Eric Herzik** was chair of the Intercollegiate Athletics Board from 1993-1998, and continued to serve on the board until 1999.

Pat Hixson entered Nevada as a freshman in 1973, the year after Title IX passed. She played softball, basketball, and volleyball while in college, and went on to coach the women's softball team at Nevada from 1978 until it was disbanded in 1988.

A coach and faculty member at Drew University beginning in 1959, **Madeline Kenyon** was the first women's athletic director at Drew and later became the first female there to head both men's and women's programs as athletic director. After retirement, she and her husband moved to the Reno area where she became acquainted with Pack PAWS.

Jim Kidder served in the university administration, beginning in 1983 as the director of Planning, Budget and Analysis (PB&A). After retiring from the university as associate vice president of PB&A, he became an active member of Pack PAWS and was central to the creation of the Women's Athletics Oral History Project.

An assistant coach with the men's and women's track teams between 1991 and 1994, **Curt Kraft** became the coach of women's track in 1994. He led the program until 2004.

John Legarza served from 1975-1994 as the men's golf coach at the University of Nevada, and as the women's golf coach from 1977-1978. He was the coordinator for women's athletics from 1979 to 1984. Before that, he earned his master's degree at the University of Nevada in 1961.

Lue Lilly, an avid athlete her whole life, became a faculty member and chair of the women's Physical Education department at the University of Nevada in 1969. She went on to also chair women's athletics until she left the university in 1976.

Chinese swimmer **Limin Liu** had won a world championship and set records on an international level before becoming an Olympic medalist at the 1996 games in Atlanta. She competed for Nevada in 1999 and 2000 and put her name in the NCAA record books in the process.

Ali McKnight competed for Nevada in track and field from 1990 to 1995. A two-time NCAA Heptathlon All-American, she set two new NCAA records, three conference records, and won Big

West Conference Female Athlete of the Year twice. She was inducted into Nevada's Athletics Hall of Fame in 2006.

Victoria Mendoza became actively involved with Pack PAWS as a member of the Northern Nevada Women Lawyers Association. Specializing in family law, her involvement with gender-equity activities has given her a chance to develop her interest in Title IX issues as well.

Pat Miltenberger entered the University of Nevada as a freshman in 1964 and was a multi-sport athlete who was also involved in leadership roles on campus. Years later, she would return to the University of Nevada as an administrator and serve as vice president for student services.

Lane Murray played college ball at Stanford and became well-known on the beach volleyball circuit, appearing on the cover of *Volleyball* magazine her sophomore year. After graduation she coached at the Charles Wright Academy and Green River Community College, both in Washington, before coaching volleyball at Nevada from 1985-1989.

In 1990, **Jean Perry** became the founding dean of what was then called the College of Human and Community Sciences at the University of Nevada. She served in that position until 2006, when she was named special assistant to the president for athletics academics and compliance and, at the same time, became the faculty athletics representative to the NCAA.

Kurt Richter came to the University of Nevada as a coach in 1987. He coached both the women's and men's tennis teams until 1998, when a second coach was brought in. Richter continued to lead the women's team until 2005.

Coming from the University of California, **Devin Scruggs** arrived at Nevada in 1997 as the volleyball coach. In only her second season, the volleyball team made it to the NCAA tournament, marking a University of Nevada first.

Rayona Sharpnack was a multi-sport athlete during her years at the University of Nevada, having arrived as a freshman in 1969. She went on to a career in professional softball and later founded the Institute for Women's Leadership.

Coming from a background of competitive skiing in Colorado and coaching the Flagstaff Ski Team in Arizona, **Gary Steffensen** headed the men's and women's ski teams at the University of Nevada from 1989 to 1997.

Reno native **Marie Stewart** played women's basketball for Nevada under a number of coaches between 1978 and 1982. She played at the beginning of a new era for female athletes, where students were required to pick just one sport instead of being multi-sport athletes, which was common among their predecessors.

A basketball standout at Nevada from 1981 to 1985, **Angie Taylor** was hired as the women's sports information/promotions coordinator at her alma mater in 1987. She was promoted to the position of senior woman administrator in 1990, and remained in that position until 1999. She ultimately was appointed associate vice president of student success services before leaving the university in 2007.

A sixth-generation Nevadan and public relations specialist, **Randi Thompson** was hired as a consultant to get Pack PAWS off the ground in 1994.

During most of her college career (1976-1980), **Cathy Trachok** competed on the swimming and diving team, but she was also a member of the gymnastics team. In 1991 she was inducted into the Nevada Athletics Hall of Fame with the rest of her teammates from the 1979 national championship swimming and diving team.

Dick Trachok was a Nevada alumnus who coached football at his alma mater beginning in 1959 before becoming athletic director, a position he held from 1970 to 1986.

Sue Wagner has been a longtime force in Nevada politics. She served in the Nevada state legislature from 1975-1989, and became the state's first female lieutenant governor in 1991, serving until 1995.

A long-time professor in the Psychology Department at the University of Nevada, **William Wallace** served as the faculty representative to the Athletics Department from 1975 to 1986.

Joan Wright, a member of the Northern Nevada Women Lawyers Association, along with Valerie Cooke and Victoria Mendoza, became actively involved in Pack PAWS.

An athlete growing up and basketball player in high school, **Rosalyn Wright** decided to forego competing in college to focus on academics. She became the founding president of Pack PAWS in 1995.

JOE CROWLEY

Joe Crowley: I was born July 9, 1933 in Mercy Hospital in a little town in northeast Iowa called Oelwein, which had about eight thousand people. I had an older brother, now dead, who was ten years older than I, and a sister, still alive, who's eight years older than I, and I have a younger brother nine years younger than I, so we were spread out.

Jim Jr. was my brother. Then there was Dolores—although she would have some kind of temper fit to be called that, because she's been Dee all her life—and then my younger brother is Bill.

My dad was Jim Sr.—James Bernard Crowley Sr. His birth was registered at a small town in Illinois, but the family moved to a farm very near Oelwein when he was just a tad. He had an eighth-grade education, which was not uncommon in those days. He was born in 1895 and went to work after his eighth-grade education, as I recall, in a grocery store.

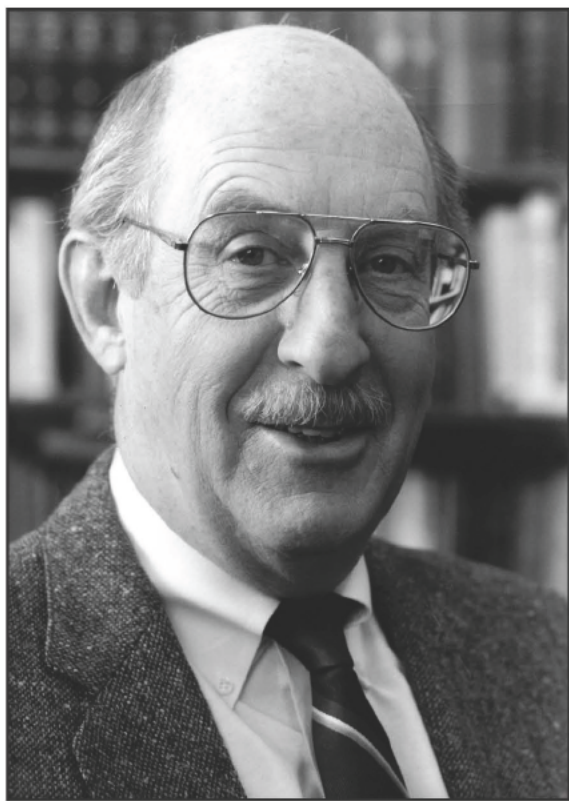
Eventually, though, along came the First World War, so he was in the army in that war, and it was an experience that he would talk about as life changing. He was a farm kid from northeast Iowa who was in the army, and before he shipped over to France, he was at Fort Dix, I believe, in New Jersey. He got to see New York, which was just a mind-blower for him, since he was twenty-one or twenty-two years old at that time.

He went to France with the army, but he was in the infantry and wasn't on the front. I think he was in supply or something like that.

He benefited from a predecessor of the G.I. Bill, which allowed him to choose a trade school, or perhaps even some form of higher education, I don't know. But he had an eighth-grade education, so he went to plumbing school in St. Louis, Missouri, which is where he met my mother.

She was also born in southern Illinois, and her family background was a little different. Her mother had been born and raised on a farm, her father was an educator, and she was the youngest surviving child in a family of nine. (There were twins younger than she, but they died early on, so she was the youngest of seven.) She has no memories of where she was born, but she grew up in St. Louis. She was a St. Louis girl.

I don't know how they met, but they did. My dad's family was County Cork Irish, and I believe his mother's family was from Mayo, but my grandfather was born after his parents came to Boston in the mid-nineteenth century. Boston and New York were where you docked, and, of course, a lot of Irish went to Chicago. We had a bunch of Irish cousins and other relatives on the south side of Chicago, but there were also the farm Crowleys and the farm Irish.



Joe Crowley

My dad's dad was a farmer, and my dad did not have any desire to be a farmer. He and my mother got married in 1921 and they moved to Oelwein. My father wanted to be a businessman, and he opened a plumbing shop, though he was not a hands-on type plumber. He was a very successful businessman. Not big bucks, but always a comfortable living, and he did that for many years. He sold the business at a profit and went into the farm machinery business as a partner with a distant cousin who lived in that little town. After several years of that, he sold his partnership interest and decided he wanted to be in real estate, which is what he did the rest of his life in that little town and then in southern California.

Many members of my mother's family had settled in southern California, so my parents were back and forth a lot on visits or moving there. My mother, although she always blamed it on my father, was, in fact, the one who had the itchy foot, and mainly it was the attraction of family there.

My mother's name was Nina Mary Neil, and on that side of the family the genealogy is a little bit murky. It appears to have been Scots-Irish, and part of that group was a component of what they used to call—and maybe still do—the plantation, people from Scotland to Northern Ireland. Her mother's name was Young, which is a fairly well-known name in the border country of southern Scotland, where for centuries outlaws hung out, so there's that in her. That was no-man's land for three centuries.

(My wife and I were there a couple of years ago and took a tour of the border country. We were there for a week and went to this place called Jedburgh, which has got that fierce sound to it, and I claimed to have had some ancestral vibrations. [laughter] I didn't, but it felt good to say that. The Young family had been well known in that area.)

Whether in Scotland or during the period in Northern Ireland I don't know, but "Neil" became "O'Neele." Both the Youngs and the O'Neeles immigrated to the United States, part of that group of Scots-Irish who went to the Carolinas in the mid-to-late eighteenth century and then gradually made their way to Illinois through the generations and then to Missouri. Along the way somewhere, "O'Neele" became "Neil" again, so that was her maiden name, my middle name, and our older son's first name. So we've kept it alive.

The first time my parents moved to southern California was in late 1932, early 1933. I know that, because my mother was pregnant with me, and they were staying with my mother's sister and had been intending to settle there. Then the great Long Beach earthquake occurred, a huge earthquake, and frightened my mother considerably, so they packed up the next morning and went back to Oelwein. Various moves followed.

The one that I know best was in 1945. That was after my dad had sold his partnership in the farm equipment business and decided to get into real estate. The family moved to southern California in March of 1945 and only stayed nine months, but it was a formative period for me, because I turned twelve while we were there. We lived in a town called South Gate, which is a Los Angeles suburb. It's close to Compton and Huntington Park. On

one side Lynwood, I think, then next to Lynwood, Compton, and then Long Beach. I went to part of sixth grade and part of seventh grade while I was there, and it was the last year of the war.

It was a transition for me, coming from a little town to Los Angeles, which had, and still has, a smell—I think mainly exhaust fumes. It's a big city. I've never forgotten that smell, and every time I've been back I've smelled it.

But the end of the war there was an interesting time. There was a big factory just a block from us, and I sold newspapers there for a while. It's amazing the things I did when I was eleven or twelve—things you just wouldn't see people allowing their children to do these days. But I would go down two blocks to Long Beach Boulevard and just hop a bus and go to the Pike at Long Beach if that was something my friends and I wanted to do. I also sold newspapers on a street corner in Huntington Park, California.

My mother was a big believer in going to work, around the house and everywhere, and there was no gender identity to the tasks in the house, so I learned how to do absolutely everything. I dusted and vacuumed and did the dishes—this was before dishwashers—washed them, dried them. “Don't want to see any weeping dishes in the cupboard,” my mother used to say, so I dried them well. And she taught me how to iron, and we had a piece of equipment that could eat up your fingers—a mangle—so I learned how to mangle. “Watch your fingers,” mother said. We had a stoker and a furnace, so it became one of my jobs to make sure that the furnace was adequately equipped to heat the house.

Later on, my mother taught me how to pack, which I just took for granted, but I learned later that, at least in my generation, men didn't pack their bags then. Friends of mine through the years, who were from that period, had not the foggiest idea how to pack a bag, but I'm a good packer. So my mother was just that way. [laughter] She didn't believe in separating the chores, male and female. You just did them all, and the same for my siblings.

When I was selling newspapers, I sold them outside the General Motors factory, where my sister was working as a secretary. They were doing

war work, and I had the afternoon shift at one of the gates. It was a very big operation. I had a place out there at the main gate, and I sold a Los Angeles paper that was a peach-colored tabloid. I can't remember the name of it. It's gone now, but it was a good business for me.

I remember my boss's name was Eddy Axelrod, and he brought the papers by. It was about an hour after school when the shift came out, and people would buy papers, give you a tip. It was good money. Then I had a chance to do something a little bigger in Huntington Park on the street corner, and I would get on the bus after school, and I'd go to Huntington Park to my street corner. (The bus cost a dime, maybe.) I sold two or three different papers—a local paper and two Los Angeles papers—on that street corner. It was even more profitable.

I wouldn't let my child get on a bus and go to their street corner in a big city these days. It was a suburb, but it was a very busy part of a huge area. And I was hitchhiking when I was twelve years old, and that was just fine.

This is kind of a detour, but my grandson is doing a paper on World War II, and he wanted my memories, so yesterday I was telling him about the most significant memory that I have of that war. It was after Victory in Europe, so this would have been probably in June of 1945. My dad took me to this huge patriotic celebration at the Los Angeles Coliseum, which I believe was completely full. George Patton was there and Jimmy Doolittle, and the troops did war games on the field.

I told my grandson that the thing I remember most—especially as a former smoker who hasn't smoked for seventeen years—was that at one point in the program, the master of ceremonies said, “We're going to dim the lights, and I want all of you in the stadium to light your cigarette lighters, or if you don't have any, light some matches.” And the whole bloody stadium did. I mean, there were a hundred thousand smokers out there, I guess, and it was very impressive to a young boy.

My dad's real estate offices were in Huntington Park, so the next day he took part of the day off and took me downtown there, to the same street corner at which I sold newspapers. This was in

the late morning, and Doolittle and Patton were touring, and they would stop periodically. Well, they stopped maybe six to eight feet away, and it was incredible to see those guys close up.

Of course, I had followed the war. Doolittle especially was a hero, and Patton I certainly knew about, and they both gave little talks. Doolittle was very quiet and reserved, and Patton I'll never forget. He was profane, and he was making remarks about going to Japan now and taking the war to a people that he did not speak well of, and he added plenty of descriptive terms, which you wouldn't hear at a family gathering, at least in my house. That was one of those moments that you just thought, "Wow, there's Patton and Doolittle!" And we listened to Patton, and he was everything he's cracked up to be. That was just a little detour that was on my mind, because it was something I talked about with my grandson recently.

I was in southern California for Victory in Europe Day, and that was a very patriotic occasion for people to celebrate. You'd see everybody out on their front lawns waving flags. Then there was victory in Japan, of course, victory in the Pacific. That was the end of the war, and that was very impressive around the neighborhoods where I was. We just walked around, my friends and I, seeing people out there on the streets. I think part of the emotion there was due to the fact that almost everybody had somebody in the war somewhere. I know we had my brother and various cousins who were flying airplanes or invading islands in the Pacific. I don't think "venting" is the right word, but it was a tremendously emotional experience that day all over the country.

There was a couple who lived behind us, and the guy was in the service somewhere. His wife had a family member or cousin or sister sharing the house with her, and they partied all night long with all kinds of people coming in and out, so I hardly slept listening to them. (We didn't have air conditioning in those days, so you just opened the window.) They were having a good time, I can tell you that.

Anyway, we moved back to Oelwein in December of 1945, and then I just continued my schooling there through graduation from

high school. As far as the impact Los Angeles had on me, it was a city, and we were all over the city—my parents and cousins and aunts and uncles. We would go into Los Angeles, or we went to Hollywood and Vine and went to the Brown Derby. My cousin was a career enlisted marine who was made a captain during the war and was part of the Pacific island invasions, and periodically we would see him. If you wore a uniform in those days, it would get you in just about anywhere you wanted to go, so that's how we got into the Brown Derby. [laughter] He took us there.

So we had been living in a city and taking buses everywhere. There were no buses in Oelwein, Iowa, except the Greyhound that stopped there and took people to Waterloo or Cedar Rapids. But I missed Oelwein, and the whole family did. We had wanted desperately to go back, so finally my mother had had enough for that particular itchy-foot experience, and we went home, and that was fine.

The friends I had grown up with were still there, and so was the dog that had been mine for years. We didn't take her with us to southern California, and it just broke my heart, but the people who bought our house kept the dog. So when we got back, that dog, just entirely on her own, took up joint residence. She would spend some time with the people who were living in our old house, and then she would come five blocks down the street and hang out with us for a while. Her name was Flopper. She was a Springer spaniel, and her ears flopped. She was my first dog.

I was involved with sports, really, from my earliest days. My parents, especially my mother, were very big on getting me to read the newspaper, so I was doing some reading by the time I was six, and mainly I was interested in sports. I remember reading the *Des Moines Register* on Sundays in the fall with the football scores, and I became something of a prodigy, because I could remember every football score in that column of Agate type that appeared every Sunday on the Saturday games. I think I was about seven by then.

When I was six, a guy named Nile Kinnick became the most famous football player in

America. He was at the University of Iowa, and I didn't get a chance to see him, but my older brother did. He drove down to several games with his friends and would come back exclaiming about this great football player. So I became an Iowa fan and also a Notre Dame fan, because my dad was Irish and Catholic, and so we loved Notre Dame, too. My dad's name was Jim Crowley, which happened to be the name of a member of the Four Horsemen of Notre Dame, and my dad, who was such a tremendous tease, used to say, "Yes, well, that's me." And I didn't put it all together. I mean, he would have been about thirty years old when the Four Horsemen were doing their thing.

He also talked about himself as having played baseball for a team called the South St. Paul Saints, and I got to wondering how, because I wasn't aware of that part of his growing up where he lived in South St. Paul. But his word was law, and so I believed it, along with other exaggerations that he'd told to all his children. It was only later that I learned that the South St. Paul Saints was the name of the town team in Maynard, Iowa, which was eight miles up the road. And he did play second base for them. [laughter] He was also a good boxer, like so many of the Irish were when he was growing up. So he was a hero in many ways, and a good athlete.

In any neighborhood in any small town, there were always vacant lots, and we played football in vacant lots and at recess and over the lunch hour at the Catholic school where I hung out. We would play tackle football on the dirt with a scattering of cinders, so you could get bruised up pretty good, and we played sandlot baseball, because when I was growing up, there was no organized baseball for kids. Somebody would get a bat, and somebody would get a ball, and maybe there were three or four gloves you could rotate around. That was the way we played the game. It was pretty much a constant.

When I was in the eighth grade—thirteen, I guess—a guy came to town who worked for one of the automobile agencies, and he took the time to organize what you'd call a Little League baseball team, but it stopped at age twelve. If you were thirteen, you didn't have a chance to play, so

I organized a team for thirteen and fourteen year olds. The problem was getting to other towns to play, so my dad helped, with my brother, I think. My brother was back from the war and was in the real estate business with my father, and they would transport our little team to small towns in the area.

That same year, the eighth grade needed a football team. I don't remember how this happened, but I became the captain and the coach. Our only opponent was the seventh grade, and the seventh grade had a guy who was big and fast and older than we were. He was a nice kid, but he was just bigger and faster. We played on the playground for scrimmages, but then for the real deal we snuck into the high school stadium on the weekend and lost to the seventh grade twice. One day after school, unbeknownst to me, my fellow eighth graders met, and they fired me because I couldn't win as a coach and a captain. [laughter] I got to stay on the team, and we played the seventh graders one more time and lost again. I learned the politics of sports and how coaches can go if they're not successful.

I played baseball in the ninth grade for the Catholic school. I was not a starter but played in the outfield, I think, and even pitched a little bit. My advantage as a pitcher was an advantage for everybody, really, because the batter could do some reading homework while waiting for the ball to arrive, and that would throw off his rhythm. And I had a chance to rest my arm between pitches. I never had much going there.

Baseball was always my first love in high school, but I went to the public high school in the tenth grade, and they didn't have a baseball team. So, I was on the freshman-sophomore football team and then on the varsity team as a junior. I played tennis and intramural basketball and gave up football when I was a senior, because I was just all banged up, and my mother was terribly concerned about my physical health. I think I had a girlfriend by then, too, and, really, I had decided I wanted to be a sportswriter. So the only thing I played as a senior, apart from intramural basketball, was varsity tennis.

I was mainly involved with touch football later. When I was in the military I worked in wing

personnel, so I organized the wing-personnel touch-football team, and I was the coach, for whatever that meant. We were just playing other teams on the base, but I also played basketball on the base, and we had the best base basketball team by far. Not because of me, but we just happened to have some good players, and I can remember almost all their names to this day. I also played volleyball on the base team, and we made it to the German championships. This was for the air force bases all over the country, and there were lots of them in those days, in the 1950s.

I'd say my career as an athlete ended when I was about thirty-five or thirty-six and was playing for the Political Science-faculty touch football team against the graduate students. I got banged up and got a chipped tooth out of the deal, and I was just kind of sore all over, so I said, "That's it. I'll hang it up." [laughter] We also used to play slow-pitch softball. We played the Speech Department and the History Department—just a lot of fun games then. That's pretty much the story of my life as an athlete. Never much of an athlete, but always interested in sports.

Mary Larson: When you were in high school, do you remember if there were girls' teams for any sports?

No, it was play-day stuff. What I remember is that the gym was out of bounds during the day when the girls were doing their phys. ed., and the boys didn't go out and watch the play days. There was pretty strict segregation of the sexes, but I had some friends, girls, who did that play-day stuff, or whatever it was called in the 1950s.

So that would basically involve competitions within the school, like an intramural competition?

I think they did some telegraphic stuff, if I remember correctly. One group of girls would be holding a competition twenty or thirty miles away, then the girls from Oelwein High School would have their competition [and they would exchange scores to see who had won]. I'm not sure about this.

So you could have a track meet, essentially, where everybody did, as an example, the hundred-yard dash, and then they would compare times from all the different schools?

Yes. But it was anybody who wanted to compete. That was the way girls' sports and women's sports were for fifty years.

There was an emphasis on the social aspect rather than the competition?

A game for every girl, every girl for a game. Yes, it was social, and the element of competition was there, but it was not nurtured. It just was natural, and finally it was the element of competition that won the day. But the women who governed physical education in those days did not want to replicate the men's programs, and I guess that's defensible. But for the girls and women who wanted to compete, they had to find other avenues. Increasingly, as the years went on, competitive sport became more of a factor, until finally the phys. ed. group nationally had to recognize that.

My parents wanted me to go to the University of Iowa, where my brother had gone when he was a freshman. He was born in 1923, and I think he graduated from high school in 1940, at seventeen, so he would have been a first-semester sophomore when the war broke out. I remember a week after Pearl Harbor, my dad and I drove to Iowa City to pick him up. He was leaving school and going to enlist in the navy, which he did. After the war, he went back to school for a while—he was a very intelligent guy—but it just wasn't for him. My sister didn't go to college, so I was going to be the one who did that. That's what my mother wanted.

So I went to the University of Iowa and was in a fraternity, because a guy from my hometown, who was a year ahead of me, was in that fraternity and recruited me. I joined and lived in the house for a while, maybe for the whole first year, but I wasn't ready. I had an awfully good time for two

years and learned things that you learn when you go to college, and I had a good social life, but I just forgot to go to class for much of that period. Finally, the last semester I was there as a sophomore I just quit going. I failed everything except air force ROTC, where I got a D. I'll never know why, since I wasn't going to that class, either. I left at the end of that year.

My folks were, by then, living in southern California in Riverside, so I went out there, spent the summer, worked at the National Bureau of Standards as a secretary, and then decided to go back home and was kind of footloose and fancy free. I worked various jobs and hung around. I bought an old clunker of a car, which didn't work. Then with a couple of my friends, who were just as footloose as I—this would have been late 1953 or early 1954—we enlisted in the air force.

We went to Lackland Air Force Base outside of San Antonio, which is where most of the basic training for airmen was done, and spent three months there, with a couple of trips to the city to march in parades. I remember one Sunday being able to go in and spend three or four hours with an old friend from the neighborhood. Actually, she had been our neighbor, and we were the same age. She was married and had a little baby, and her husband was in the air force. Those were the only times I got to San Antonio, but it was dreadfully hot.

If you go through basic training, wherever you are, you learn to despise the place where you are, because it's just tough duty. I say all that because when the basic training was coming to an end, I was given two choices of where to go from there. They tested you for capabilities, and one of my options was to go to foreign-language school. The other was to go to personnel, and I chose not to go to foreign-language school for one reason. That's because that school was at Kelly Air Force Base, which is also outside of San Antonio, and I just wanted to get the hell out of town. [laughter] A second reason was that the personnel school was at Scott Air Force Base, which is in Illinois, just across the river from Missouri. I had some relatives there, and I thought that would be a bit of a comfort.

I did that, and I've often wondered what my life would have been like if I had gone the other direction. I would have had a more interesting job, but I probably wouldn't have had the experience that I had, having gone to personnel school and then going from there.

They gave you choices as to where you wanted to go, and I think you could list three choices. My first choice was Europe, so I was sent to an air force base just outside of Munich. I was there for three years, and it was a tremendous experience for me in so many ways. It was a growing-up experience, coming to grips with the fact that I really needed to make something of myself. So I went to the University of Maryland, which had an overseas program, and they offered courses on the base. I took, I think, nineteen or twenty credits.

I took German and American history and learned how to speak German reasonably well. I believe I took two courses in American history. The first one was basic, and I did my first really successful term paper on a Civil War general and discovered I really enjoyed the experience of doing the research and doing the writing and then doing well in all these courses. I got A's in all of them and said, "Well, maybe I should go back to school. Maybe I can make a go of it now."

That was an important experience, but, also, the opportunity to travel and the inexpensiveness of travel in those days took me all over Europe and all over Germany. That's how I learned a lot about the world while I was there. I was part of the occupying forces. Occupation ended while I was there, but a lot of Germany was still in ruins. I remember we shipped over there on a troop ship in early October of 1954, and then left from Bremerhaven by train, arriving in Munich, where the party was met by people from this base, because there were others who were taking up duty there. We took the bus from the train station in Munich to Erding Air Force Base, which was about twenty kilometers away, and the city's ruins were just amazing.

This was nine years after the end of the war, and there was just tremendous poverty, still. If you had a carton of cigarettes, you could smuggle them off base. You bought them at the PX, and if you

were traveling on a train, they would move you from your second-class ticket to first-class if you gave the porter a carton. So travel was inexpensive. Cigarettes were the coin of the realm. This had been a supply base and a huge supply depot. This was during the Cold War.

Erding was the name of the town and the name of the base, and it had not been bombed, so the barracks there were these really solid, solid buildings with these very thick walls. There were six of us in a barracks room, but there was plenty of room for us, so it was good duty.

The supply element was important, because officers in the personnel office who were still pilots—and there were several—could keep flying. We still had these old C-47's, which I guess were not so old then. To keep their pilot ratings, on weekends the pilots would fly these planes all over Europe, and you could get on the flights if you wanted to. They bounced around the sky and weren't pressurized, so I think they used to fly at about nine thousand feet, if I remember correctly. You could hitch a ride to other places in Germany, to Denmark, Norway, Portugal, Spain, England and so on. You could do that, or you could ride the trains, or if somebody had a car, you could drive to Switzerland or Italy or Garmisch-Partenkirchen, which was just down the road from Munich. The point of all that is that it was a real growing-up experience, and in those days, you didn't just hop on a plane and go home. It was a long trip home, and it was expensive, so I never went home during my time in Germany.

I was there about three years and one month. So I really grew up there, and toward the end, then, I applied for readmission to the University of Iowa and was readmitted on probation. I had applied for an "early out" from the air force, which you could do if you were going to school and if the time of your enlistment was up within three months. I had signed up for four years, and in three months I would be going home, so I got an "early out" at the end of October. When I got back, I worked in a clothing store for the Christmas season and then went back to the University of Iowa on probation. Even with all those A's from the University of Maryland courses, I still had a problematic grade point average. [laughter]

In those days, military service would also get you eight, ten, or twelve credits—for phys. ed. and whatever else, along with personnel school. So I was able to transfer, with the University of Maryland and the military service credits, basically a whole year. The military service credits were ungraded, but they weren't F's. So I went back in January of 1958, and then I finished in May of 1959, because I went to summer session in 1958.

I was interested in sportswriting, but when I went back, I discovered that I did not have the grade-point average that would admit me to the school of journalism. My advisor said, "You can still be a journalist, but what else are you interested in?"

I said, "Well, I'm interested in politics and history, political history."

He said, "The best thing for you would probably be to major in political science." So I did. I mean, it happened just like that. But there was still an intent of being a sports journalist.

When I had been there as a freshman and sophomore, I had done what's called "stringing." A newspaper would hire you and pay you by the inch, and you'd send them stories. So I had done some of that for the *Cedar Rapids Gazette*, as I recall, and for the Waterloo paper. Those were the two big towns from my part of the state. Then when I came back, I got a stringer job with the *Davenport Times Democrat* and the *Dubuque Telegraph Herald*, just doing sports stuff. I would send off stories to those newspapers basically having to do with college football and men's basketball.

I also worked at a bar and grill called the Airliner. It was probably the best known bar in Iowa City, and I had worked there previously. When I went off to school, my dad gave me six hundred dollars. He said, "Use it wisely, because it's going to have to last you for a year." That was a lot of money in those days, but it was gone by the end of October of my freshman year. So I went to work on pots and pans at a restaurant there and then got a chance to go to work at the Airliner.

I did dishes and did some work as what the cook generously called the salad chef, which was just to prepare the salads. We're talking lettuce

and tomatoes here, so it was not intellectually challenging. It was a Midwestern salad. Tomatoes were a little exotic in those days, but you put them in the salad with the lettuce. Then I became a busboy, which was good, because it meant I was moving up the ladder from pots and pans to dishes to salad chef to busboy all in the period of a year and a half, but I didn't come back in busboy form. So I became a waiter and part-time bartender during my last eighteen months at the university. That is to say, if they needed me, I'd go tend bar at the Airliner, which was not difficult to do, because it was three-two beer. That was all the alcohol that was served.

So I had the G.I. Bill; I had the stringing assignments with two newspapers; I had waiting with good tips, tending bar with good tips, and I was the richest I had ever been. I was very busy, but I was very disciplined and focused on finishing up before my twenty-sixth birthday, and I did.

When you were covering collegiate sports, was there anything available for the women?

I have no memory of there being any women's competitive sports programs at Iowa, which isn't to say that there weren't any, but I don't remember if there were. They certainly didn't appear in the newspaper, but what did, and what was part of my growing up, was girls' high school basketball, which was huge in the state of Iowa in those days especially.

In those days they played six girls, three on the offensive and three on the defensive, and I think it was two-dribble basketball. In my hometown, the public high school didn't have a girls' basketball team, but the Catholic school did. So the way it was done in those days is that the girls played the first game, and the boys played the second game. If you went to the games, you saw the girls play first and the boys play second, so I became a fan of girls' basketball, and I followed it, especially at tournament time.

My recollection is that the three biggest events in Iowa in those days were, one, the state fair, and spots two and three would be a tie between the boys' state basketball tournament, always in Iowa

City, and the girls' state basketball tournament in Des Moines. The state tournament would be preceded by regionals and before that the district and so on.

Almost invariably for the girls' state tournament, there was a small-town high school. I mean, it was the biggest thing in a thousand small towns in Iowa. If you happened to have one girl who was tall and athletic, you had a good chance of winning the state championship, and those girls would score forty or fifty points a game out of maybe sixty. There were three players on the defensive side of the court. These girls were allowed two dribbles each, but they couldn't cross that center line. Then there were two forwards and the center, and the guards would get them the ball. They were confined to two dribbles also, and then the post player would put it up.

And this state tournament was the headline story in the *Des Moines Sunday Register and Tribune*—well, daily and Sunday. It was a huge operation. Iowa was one of the last states, because it was so big, to go to the new rules, with five players and the men's game, because that was such a major thing for those little towns. I don't think those little towns do the job anymore back there. They now have to play the way everybody plays, and that one tall post player isn't going to do it for them.

In those little towns, it was absolutely the biggest thing. They would fill those small gyms and hoot and holler, so you couldn't help but be involved if you liked sports.

But there was much less at the college level. I think there were some colleges, clearly, that were playing competitive women's basketball, but I don't remember Iowa being one of them. There were lots of private, liberal arts institutions in the Midwest and certainly in Iowa, and I think probably they had girls' games.

When I finished college, my intention was to go to New York or Boston and find a job with a major metropolitan newspaper on the sports side. (In New York I had a very close friend from

college. I also had a friend in Boston who had worked for the sports information department at Iowa.)

Anyway, that was my objective, but two things happened. I had a hernia, which I had sustained when I was in the military but never did anything about. I had gone to the Veterans Hospital in Iowa City in my senior year there, and they said, "Well, we've got a long waiting list, but we'll take care of you in the summer, probably in July." So I graduated in June and then went home to wait until I could go get that taken care of, and at the same time, my dad retired and asked me if I would help him on the drive to Riverside, California. My mother was already out there, and my little brother was anguished, because he was leaving high school and a girlfriend, and he was playing basketball for the high school. I said yes, I would help, and the V.A. never called, so I didn't get the hernia done, although that turned out to be a positive thing later on.

We didn't leave until early September, just after Labor Day, and my dad and my little brother and I drove to Riverside. My intention was, then, to take a train back East and see what I could find in the big cities, but while I was there, I had an old friend from the service who lived in Fresno, so it seemed to me it would be a good thing to do to just take a weekend and go up and visit him and his wife. I got on a bus and went to Fresno, which had not been a destination I had ever seen myself reaching, but it was just for a weekend.

I don't know how familiar you are with the Central Valley, but in that part of the Central Valley in that season of the year, it's gorgeous, so it just shocked me. My picture of Fresno was that it was kind of the armpit of creation, and it was beautiful. I mean, it was blossoming, the weather was nice, and so my friend said, "Well, why don't you stay for a while, and I'll get you an interview with the editor of the *Fresno Bee*." Well, what was there to lose?

I met the guy from the *Fresno Bee*. We hit it off immediately, and he said, "I don't have an opening right now, but if you can find something else to do, we'll probably have one within the next six months or a year on the sports side, and you can have the job." So I stayed. I found a job with Dun and

Bradstreet as a credit reporter. *Hated* the job, but I think I worked there for a year and then worked for the post office for a while picking up mail.

In the meantime, I met my wife. I was dragged by a guy I worked with at Dun and Bradstreet to go to a meeting of what was called the Fresno Catholic Social Club for Single People Over Twenty-One. In those days, this was a *big* deal in the state of California. These clubs were all over the place. I said, "I don't want to go to that thing. God!" And Joy had a similar experience, but we met there. It turned out we stayed in that group and made some wonderful lifelong friends, who met and married in that club as a result of the socializing.

I decided to go back to school and get a master's degree, so I went to Fresno State to work on a master's and then eventually went to work for the *Bee* on the sports side while I was in school. I covered high school sports for them. It was a wonderful job, and I just *loved* doing it, but eventually . . . I think I was getting my master's because I was thinking about teaching, and I did some practice teaching, and I was writing sports.

The editor told me there was a position at the *Modesto Bee* on the city side. The sports side was low on the totem pole, and city side was where you wanted to go, although I didn't want to. I just wanted to write sports. But he said, "You have a chance to get that position if you want." Not that it was a guarantee, but he'd arrange the interview if I wanted to go to Modesto and do that.

But, I had also taken an interest in the academic life by then and had been encouraged by a couple of professors to apply for PhD programs, and so I did. I applied to four or five and was offered one or another kind of assistantship at most of them, but my wife and I decided to go to Seattle, because we had never been there. So it was a fork in the road: PhD program in Seattle, journalism in Modesto. [laughter] Seattle won out, but it was hard for me, because I love to write, and that had been a goal since I was in high school.

Did all of the writing work that you had to do for grad school help take the edge off a little bit?

Yes, because I knew that I'd have to write a dissertation, obviously, and all kinds of term papers. So, we went to Seattle six weeks after our first child was born. I had been in Fresno for three years, and Joy and I got married in September of 1961, which was two years after I arrived there.

When Joy and I moved to Washington, we lived in Union Bay Village, which was comprised of freestanding houses. "Houses" would be a generous term, but they were places where married students—graduate students—could live cheaply, and they were furnished. We got one of those, and it turned into a place that was smaller than the apartment we had been living in in Fresno. It was really small.

There was a living room/dining room, and then there was a very small kitchen—*very small*—and a bathroom and a very small bedroom, but there were bigger places, so there was an incentive to have a second child. If you had two, you could get a bigger place. That was September of 1962, so by March of 1964 we had a second child, and we got to move. That was big. I think we moved, actually, before that child arrived, maybe mid-year.

There were about a hundred of these structures, and most of the colleagues that I had who were political-science graduate students, who were married and had families, lived there as well, so we saw a lot of them. It was very nice. In fact, my wife's best friend, probably, who now lives in Sparks was then the wife of a colleague of mine who became a very good friend. (He's dead now.) That friendship was formed there, and they were good friends of ours, lifelong friends, kind of like with the Fresno Catholic Social Club. [laughter] We met there, and I went to school with him, and, to the extent that you could afford to go out dining, we dined with them and socialized with them and so on.

So we had the second child then, and then a third child came in October of 1965. The oldest is Theresa, who was born in September of 1962. She was the Fresno baby. Neil, our older son, was born in March of 1964 at University Hospital in Seattle, and Margaret was born in October of 1965, also

at University Hospital. Tim came along after we were in Reno.

How we got to Reno is kind of funny. I was a TA (Teaching Assistant) there, and then in 1964-1965 I was what was called the "head TA," kind of a seniority deal, so I made a little bit more money and arrived, then, at the summer of 1965, having passed my comprehensive exams that spring. We arranged for my wife and the two kids—this was before Margaret arrived—to live on her parents' ranch outside of Fresno for the summer—her father was a grape grower there—and I went to southern California and lived in a friend's apartment. This friend was the best man at our wedding, and we met in the Fresno Catholic Social Club. He was working in the Los Angeles area, so I lived with him in his apartment and drove every day to the UCLA library.

I was writing a dissertation on the independence movement in Kenya. I spent half a summer at UCLA and then half a summer living in a dorm room at Stanford and using the Hoover Institution, which had great resources for that subject, and I finished a really significant portion of the research for the dissertation.

Those are times of decision for people in graduate school. You've gotten this far. Do you want to stick it out, or do you want to apply for a job somewhere? My sense was I ought to stick it out, and also, following that third year, I was offered a position as a fellow, which was very nice, because I taught a class, and the rest of the time was free to do research. That was going to be for a year, so I took that and kept track of what openings were out there, just for the hell of it, and one came up in Reno. I was only interested in going somewhere that was close to the Hoover Institution, because there was still work to be done there, so I applied for the position here. Didn't get it. Richard Siegel got that position, and I didn't care. It was OK to stay at UW, so I was going to stay there for the year.

I got the fellowship. I was enjoying myself, and we had a little more money now than we were making before. And we had the larger house, so it was OK. During the late sprint of 1965, I had received a call from Eleanore Bushnell, who was

the chair of the department in Reno, and she said, "Would you still be interested in coming to work for us?"

I said, "Well, I'm willing to consider it."

She said, "I will be coming to Seattle," because maybe she had a degree from UW or maybe had family—I don't remember. Anyway, she came and visited me, and we had a talk, and she said, "This is a job for the spring semester of 1966 only, but I promise you I will try to get that turned into a full-time position."

I didn't care. I mean, it's hard to believe, but in those days jobs were readily available. I recall getting two job offers from institutions to which I hadn't applied, and that was happening to my fellow PhD students as well. It was amazing. That all changed as soon as Vietnam came along in the late 1960s, but this was the early to mid-1960s. It was still during that second golden age of higher education that followed the war and the huge growth in graduate schools and graduate programs and jobs, when the states were investing, and the feds were investing.

So that's how I got to Reno in the first place. I said, "Sure." One job was somewhere in Montana at one of those regional schools, and another was, I think, the University of South Carolina. They were looking for somebody who could teach African politics, because that had become big stuff. It disappeared quickly later on. So one semester was fine, and we knew what we were getting into.

Neither one of us had ever been to Reno, but we knew it was close to the Bay Area, and that was the important consideration. We came to Reno, and instead of a semester, it's lasted forty-some years. [laughter] We liked the town. My wife's best friend and her husband had access to her parents' summer cabin just outside of Graeagle in Plumas Pines, which then had maybe twenty cabins scattered around. So we were there for that summer of 1965 when I took a week away from the Hoover Institution, and we drove down to Reno, where I had already accepted a job, and became acquainted with the campus and town a little bit. Well, as they say, the rest is history.

When we first came in to Reno to look around, Joy dropped me off, and she went to tour

the town. The Political Science offices were in what was then called the Sarah Fleischmann Home Economics Building—temporary quarters—so I was met by two faculty members who were there. One was Stanley Pearl, who left here and didn't get tenure—he hadn't finished his degree, and I don't know what became of him—but the other faculty member was Elmer Rusco. Those were my first two acquaintances here, and they were very kind to me.

They showed me the place and told me all about the department and the plan to move into the Mack Social Sciences building when it was done. That was already on the way, and the building opened in the fall of 1967, because I came in January of 1966, and we were in the Fleischmann building for a while and then spent a year in what was left of Stewart Hall. Oh, what a mess that place was. It had leaky roofs and a terrible smell in my office that turned out to be dead rodents behind the bookcases. Anyway, I did that and had a good time.

The campus was not much more than the quad area. I think we had three thousand, thirty-five hundred students in those days. Joy drove downtown and a little bit around town, but she came back and picked me up, and she was not impressed, because, you know, downtown is the sound of bells and whistles and whatnot, and she had had no exposure to that, and neither had I. So I didn't make that part of the trip.

This would have been probably late July or early August, and Nevada was pretty brown then. So it just didn't make a big impression, but what the hell, we were coming, and it was just for a semester and then we could go somewhere else. But really, as soon as we got here, we really enjoyed the place. There were opportunities to look elsewhere, but I never wanted to, and she didn't either.

When I got to the university, I immediately began to attend basketball games. In those days, as far as I knew, the only games were men's games, although I think we actually did have a women's team. I went with a colleague within the first couple of weeks I was here to a basketball game in the Old Gym. It was a very exciting year.

The Wolf Pack was *very* good that year, so I continued to go, and I think it must have been in that way that I became acquainted with Jake Lawlor. We got to know each other and became friendly, and in part it was an Iowa thing. You know, he was an Irish guy from Iowa, I'm an Irish guy from Iowa. He suggested that I put my name in for membership on the Intercollegiate Athletics Board, the IAB. So I did, and they put me on it, and it was interesting stuff.

In those days we were, as I recall, in what was called the Far West Conference, which was a lot of California public institutions of the state college type. I think that was mostly, if not exclusively, what it was, except for us. I remember Chico State was in it and Hayward State, San Francisco State. Sacramento State was another institution in that conference, because we played them the first game that I saw. The conference would have been what in those days was called the small-college division of sports. It was a while before the NCAA created divisions, which they did, I think, in 1973. But in those days, we were a small college, and all of those institutions were small-college-type institutions.

So the Far West Conference was where we competed, and the IAB looked at things like the scheduling of contests to make sure that our student-athletes were not putting in too much time on the road or in too many games. And the board probably looked at recruitment and at our relationships with other programs in that conference, because we were a Nevada institution in a California conference, and that's always difficult, as it was later on when we were in the West Coast Athletic Conference [WCAC] with mostly Catholic institutions—*no* public institutions apart from ourselves. And Pepperdine was in there, as well. Anyway, that was fun.

I don't remember all the particulars. Gene Kosso was in engineering. (I think it was mechanical engineering, but it could have been civil.) He was a really good fellow who took a serious interest in athletics from an academician's point of view, wanting to maintain the priority of the academic component. He was our leader, and he was a good one. I continued on that board for

a couple of terms—five, six, seven years. I don't remember.

How was the board constituted at the time? Do you remember what the makeup was in terms of faculty or student or staff or Athletics Department representatives?

There may have been a student. I don't recall anybody from athletics other than Jake, who faithfully attended all the meetings, and I think he was probably ex-officio. He worked closely with Gene, our chair, and the board was relatively small. It's possible Jack Shirley was on that board.

Although there may have been a student, I think all the rest of the members were faculty. How they came to be selected, I don't know. At that point, the Faculty Senate had become, or was in the process of becoming, an important organization on the campus, and later, if not at that time, if you wanted to sit on a committee, you put your name in, and the senate used to review the list and make recommendations to the president. That happened later on, I think, but it could be that it was happening in that early time, as well.

I think the board had a reporting line to the president. It certainly did later, but at that particular time I couldn't say for sure. That's typically the way it works on college campuses. It was the president's presence in athletics, in a way, so I think our chair kept the president informed of what the president wanted to be informed of, as far as athletics was concerned.

When I first was at the university, the coaches were faculty members, and I think, by and large, they were paid accordingly. I don't think that we had any high-salaried coaches in those days. I think we'd looked at that sort of thing on the board. For example, the basketball coach, Jack Spencer—who was a guy I had known about since I was a wee lad, because he played for the University of Iowa—was a wonderful guy, and he was a very good coach. That year he won the conference handily, undefeated, I believe, and he

was a faculty member. All the coaches were in the Phys. Ed. Department, and they taught their sports and maybe how to play other games.

We didn't have a whole rash of assistants in those days. Jack coached, and he may have had one assistant, and the football staff was probably four or five. That was before the big break-up [when the Athletics Department and Physical Education Department became separate entities].

The one issue that I can remember discussing with the IAB—and we talked about it at just about every meeting—was the relationship with the conference, because we were the outlier, and that was a problem. We spent those years in the Far West Conference as an outlier, and then in the WCAC as an outlier. We really didn't feel comfortable in conference terms—and that's very important to the program—until we joined the Big Sky.

I don't remember being on the athletics board in 1973, so I must have concluded my service, but the university made a decision around that time to become a Division I institution. The reason for that is probably because it was in 1973 that [for the NCAA] divisional status was determined to be the organizing principle amongst the institutions instead of "small college," "large college"—whatever that previous one was. Now we had Division I and Division II. It gets complicated here, because that really didn't have any impact on the football program, but in basketball we were Division I. These days, with the exception of a few sports where everybody's the same, like skiing or rifle, if you're Division I, you're Division I in *everything*. In those days, we weren't playing Nebraska or Northwestern. We were playing Chico State. In basketball we became divisional, I think, in 1973, and it took a long, long time for us—five, six, seven years—before we really were able to compete at that level.

The move from the Far West to the WCAC occurred during that period of time. That's when we became Division I. There was a Division I conference, so now we were playing teams like Santa Clara. This was just mainly basketball and maybe other sports, as well, but not football. There weren't enough teams playing football

in those years in that conference: Santa Clara, St. Mary's. That was about it. We acted as an independent in football. A lot of schools were independents in those days. Anymore, there are just not many. They just can't make a go of it (with a few exceptions such as Notre Dame) absent a conference affiliation.

Back then, I don't remember knowing that women played intercollegiate sports. I knew about Ruth Russell, and I knew Luella Lilly, and I probably knew they played basketball, but in those days, even though you got Title IX in 1972, I think most institutions were still getting over the play-day kind of thing. As I recall from reading about the development of women's sports, in that early time, women's programs tended to be separated, although there's some relationship there. I think probably in our case the athletic director was over the director of women's sports. But I'm not certain.

I don't remember the IAB talking about women's sports. I'm not absolutely sure that's true, but I don't recall ever doing that.

What about the booster groups at the time? Was there the main group for men's athletics?

I think there was something there, but we were a small program, really. We were Division I, and we didn't have a lot of money, and we didn't get a lot of private money that I can recall until later on.

Overall, what trends were you seeing in the late 1960s right before Title IX? You mentioned the demise of the play-day model.

I think the issues that were pushed along, and in a fairly short period of time, by the AIAW (Association of Intercollegiate Athletics for Women) were joined to Title IX, which didn't get a lot of publicity in those early days. It was kind of an add-on, so it wasn't taken all that seriously, I think, by most institutions, but the AIAW pushed women's sports into a much more visible situation nationally.

I don't, frankly, know how this worked here, but that development pushed institutions into considering how they wanted to organize themselves athletically, because the AIAW rules were distinct from the NCAA rules, and the leadership of the AIAW, although there was a terrible division over this question, was not interested in replicating the men's model of competitive sport and everything that went with it, including financial aid. There was some financial aid, but things began to become more serious in the late 1970s and early 1980s about women's sports, and especially about Title IX.

The legal question began to take a much more specific kind of shape than it had for university presidents, and they began to decide increasingly that the departments needed to come together, so that the old divided model of women's sports director and men's sports director, though it hadn't entirely left the scene, was disappearing. Institutions went to the single men's/women's model. My hazy recollection is that here we were separate, but that the A.D. (Athletic Director), Dick Trachok, really did preside over both departments in some fashion.

You became chair of the Faculty Senate for the 1972-1973 year. What kind of issues with athletics do you remember from that point in time?

Apart from that question we talked about earlier regarding [a personnel action with] Lue Lilly, I can't remember a thing. I suppose there may have been some discussion of the relationship with UNLV, which manifested itself principally in athletic terms. What I remember about that was when UNLV took on its new name, and University of Nevada President Edd Miller's reaction to that, which was quite adverse. I mean, it happened just like that—boom. Edd said he had never been consulted. He had no time to think about it. It occurred at a regents meeting. He was back getting a cup of coffee, and the chancellor brought the subject up, I guess, and the board passed it immediately. We had no opportunity to say, "Wait a minute! Look what you're doing to us."

I'm not even sure at the senate that we ever talked about the athletic component, but it did loom larger once we began to compete seriously with UNLV. I think the first football game was in 1969, and UNLV had already become a significant men's basketball program by that time.

I think that the perception at UNLV, or by the community supporters of the institution's athletic program, was what they used to call the Notre Dame model. That is to say, athletics can really give you a name and put you in front of the country, and that was what they were going to do, but they just kind of forgot that. What that's supposed to lead to is a really fine academic institution, and they understood the athletics-academic relationship, which in those early years was, I think, a problem for that institution.

You had mentioned that when you were on Faculty Senate there was an issue that had come before the senate with Luella Lilly. Do you remember much about that?

About all I remember is that it happened and that we gave Lue some protection there, but I don't remember that it was a firing. I mean, that's the way she looks at it, and I don't have that same recollection.

Do you remember if the issue was with the athletic director or the person who was the chair of the Department of Physical Education at the time? By the time she had her difficulties with these personnel issues, Robert Laughter was the chair of the Phys. Ed. Department, and Dick Trachok was the A.D.. She had indicated, I think, in one of her notes that it may have been a problem with Laughter, but I didn't know if that was something that jogged any memories.

It could have been both. I mean, I knew Bob Laughter—played on a volleyball team with him—and I just don't recall whether that was part of the problem or not. It wouldn't surprise me at all if it was, because they were all together there in the same department. Personnel issues are not something that you can segregate out when the

coaches all share faculty positions with the phys. ed. people. So it could be both.

Do you remember when Bob Laughter actually came to the university? Did he come as the Department of Phys. Ed. chair when they divided that up, or had he been here at the university previously and was promoted?

I don't know. I'm just trying to remember when we had that volleyball team. I think it was late 1960s or early 1970s, maybe. I recall that he was on that team, as was Jack Shirley and a bunch of other guys. It was just a get-together-and-play-the-game kind of group, but sometime in that period, I would have gotten to know him. He may have been here before I.

Now, how long did you stay on the Faculty Senate? You were chair for the 1972-1973 year.

I was there three years. I went on the senate in 1970, and then in those days—I think it's still the custom—the person who becomes the chair had spent the previous year as the vice chair. So I was the vice chair the second year I was on the senate, then the third year I was the chair, and the year after that I went to Washington for two years.

I got a fellowship from the National Association of Schools of Public Affairs and Administration, and they were a brokerage group, basically, that selected fellows and then helped arrange interviews for the fellows with government agencies who were collaborating with the program. Then, if you were hired on by one of those agencies, the fellowship meant something. If you weren't, then there was no use going to Washington, because you didn't have a source of income. [laughter]

I had been collaborating with a couple of other faculty members, Bob Roelofs in Philosophy and Don Hardesty in Anthropology, on a book of readings dealing with environmental stuff, and I did the environmental policy component of that book. EPA was relatively new at that time. There was a division of EPA called Water Planning, and they had on their hands the implementation of a

brand new and extraordinarily ambitious piece of legislation called the Federal Water Pollution Control Act Amendments of 1972, which was exceedingly controversial. They were looking for anybody that could help them, and I didn't know all that much about water policy, but they offered me a chance to sign on, so I did.

I spent a year in the implementation of that legislation, insofar as it impacted water planning, which was a major impact of that legislation. I was ready to come back home, because it was just a one-year thing, when one component of that legislation was the creation of a congressional research organization called the National Commission on Water Quality. A guy called me out of the blue one day—I had not met him before—and said, "Would you be interested in a job here?"

I said, "Well, I don't think so. I'm going back to Nevada, but I'll come talk to you, if you want." So I went across town and talked to him. He was the director of institutional studies, and that intrigued me, because one part of what they would be reviewing was the part of the legislation I'd been working on, so I would be able to really review my own work in a sense. [laughter] A little bizarre, but that's Washington. It's a crazy place.

To make a long story short, I said yes, I would, and before long he got fired. So the director and associate director of the commission asked me if I would take over the institutional studies component of the commission's work, and I said yes. I did that for a year and then came home.

When you got back to campus, how or when did you get involved again with the Athletics Department?

My recollection of that period is that in the development of the department, Political Science, there was a kind of understanding of who the next chair was going to be, and the priority for the chair was to keep things peaceful. We had had peace in that department for a long time, so we didn't fight with one another, even though the opportunity certainly was there. But that was so powerful, that idea. It didn't last forever. [laughter]

I was going to succeed Don Driggs as the next keeper of the peace, as the chair, in 1976, but for the 1975-76 academic year. I was doing something else for the department, and I can't remember what it was, other than teaching and some follow-up work with the national commission. I believe I chaired a department committee on something—maybe the development of a master's of public administration program. That was taking up a lot of my time, so I wasn't doing much on the athletics front. I was going to games, but that would be about it. Then I became chair, and that, of course, made athletics an even less consequential part of my life than it had been.

Again, I don't remember going to any women's games at that time, except swimming. We had become a pretty good swim team, and I became cognizant at that time of the existence of the AIAW, in part because we were scheduled to be the host institution for the Division II AIAW swimming championships. I remember knowing about it in 1977, because it was a pretty big deal. I was never a great swimming fan, but I said, "That's really something. We're going to be a national tournament host." The meet itself was in 1978, I believe. Jerry Ballew was the coach. I think we'd been competing pretty well, and I think the first time we hosted—maybe the only time we hosted—was 1978. It could have been 1979, but I think it was 1978, and we won the national championship. So that was a big deal. I think I was president by then, or acting president. I don't remember a men's swim team.

As far as the women's teams went at that time, the main visibility would have been with the swimming team?

As far as I can recall, yes, that's right.

I think it was when I became president that I really became aware of Title IX. I may have had some distant understanding that it was out there, but I don't recall it ever being a part of my life. But now it certainly was, and it was starting to become something significant for me, because I attended the NCAA convention in those early years, and actually almost every year since.

Title IX was a subject that came up at the annual conventions, and I think by 1980 or 1981 it absolutely dominated the convention. Great expressions of fear and trembling were abroad on the convention floor and in the meeting rooms and at the social gatherings. It was really interesting to observe that it could strike such fear into the hearts and minds of the delegates. This may have been 1979 or 1980, because it was before women's programs were admitted to the NCAA, which was in 1981. [In that year, the NCAA started hosting the championships for women's sports that the AIAW had been holding.]

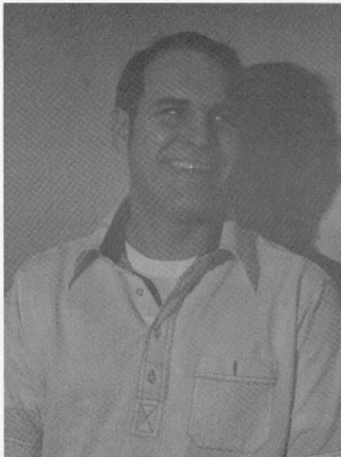
The AIAW sued, but lost, and they just didn't have the money to go through the whole bloody appeals process then. They couldn't have won anyway. They didn't have a good case. The great irony was that the AIAW was, in effect, arguing for something less than what the NCAA would be providing in terms of allowable scholarships, numbers of scholarships, and the size of those scholarships, stipends, and so on. I don't mean the NCAA would legislate the stipends worth a thousand dollars, but it was the cost of education. That's what puts the lid on, and there's no science in figuring out what that is. But it's a lot more than what the AIAW had been dealing with then.

It was an issue of philosophy. There were women in the AIAW, including in the leadership, who really were out front in promoting the inclusion of women's programs in the NCAA, including some good friends of mine, who were really pushing the envelope. And it just fractured the organization, because most of the leadership at that point was adamantly opposed and viewed the NCAA—the men's sports organization—as taking over women's programs. All the gender antagonisms came to the fore, along with suspicions of the giant NCAA taking over this organization that had been fighting for its life and fighting for Title IX.

That whole situation was fraught with irony, and it severed relationships among female leaders in women's sports who had been pushing the program for a long, long time, trying to make things better for girls and women in sports. And

WOMEN'S ATHLETICS

WOMEN SWIMMERS CAPTURE 1979 NATIONAL SMALL COLLEGE SWIMMING AND DIVING CHAMPIONSHIP



COACH JERRY BALLEW

The first-ever championship in any sport for the University of Nevada. Indeed a real tribute to Coach Jerry Ballew and his fine swimmers and divers. The university and the entire community can be proud of their outstanding accomplishment.

The Wolf Club Scholarship Program will continue to provide assistance for not only swimming, but other women's sports in the years ahead. Too often we think of achievement in only football and basketball, but we must remember that to the participants, their parents and a segment of fans *their sports* are as important as the major programs.

The University of Nevada-Reno will continue to sponsor and promote women's programs in the future. They are an expanding facet of the total university experience and we ask that you join with us in support of women's athletics.



ANN BELIKOW, ALL-AMERICA

GYMNASTICS AND GOLF ALSO
AVAILABLE FOR WOMEN ATHLETES

An article from the Wolf Club program about the 1979 swimming and diving championship.

they had done great work together, but this idea of going the NCAA route

Do you think part of that had something to do with not wanting to adopt the male model of competition?

Oh, absolutely, yes. For example, if you look at what's happened with women's basketball and the women's Final Four—a hugely successful operation with increasing national attention and money and national television broadcasts and all that stuff—that's not the model that the AIAW had in mind. Or college programs becoming a funnel for access to women's professional basketball, for example. They didn't like that idea. So it was that intermediate time between the old play-

day and its assorted relatives and intercollegiate competition, and AIAW was in the middle of that. It was a transitional organization. It was only around for, I don't know, ten years, but it was a very important part of the development of women's sports. It wasn't a play-day organization, but it was a "we don't want to do it the way the men do it" kind of organization.

I remember that the year that I became acting president was the year that the NCAA reorganized itself again and added a third division, so now you had I, II, and III, but it was also a time when there was this great discussion about the extent to which Division I could embrace such differential

program philosophies in size and funding and so on, as had come to be the case. This was true from the start, but it was becoming more and more serious—the question of television dollars for football and the NCAA's control of those dollars—and that came to bear as well on the organizational questions of I-AA versus I-A.

So in 1978 I-AA was created, and we immediately faced the question, “Are we going to be a Division II program or are we going to go to I-AA?” We had been Division I for basketball and maybe some other sports as well, but we certainly weren't for football. We were Division II. The Athletics Department wanted to go to I-AA, and, as I recall, that went through the Intercollegiate Athletics Board. I believe we sent it through the Faculty Senate. What it meant for us was the likelihood that we were going to have to leave the conference we were in anyway, because it wasn't a football playing conference, and I-AA is strictly a football designation.

At the time, we were in the WCAC, and we were in that for a few years, and actually, we got thrown out. [laughter] Such a business, and such a bizarre way. They told us—not really politely—that we weren't welcome anymore, and we could say, “Well, thanks a lot, but we're going to leave anyway, because we're a I-AA institution now, so we want to be in a conference that's an all-sports conference.”

We were a public institution outside of the state of California, but the WCAC at that time included Seattle. I'm not sure about Portland. I don't think Gonzaga was in it yet, and all the rest were California. There were St. Mary's, Santa Clara, USF (University of San Francisco), Loyola, I think, San Diego, Pepperdine, and Nevada. Something like that.

Anyway, to get to the point, when we made that decision, we also made a decision that we would like to join the Big Sky Conference, because it had become a I-AA conference. It's all public colleges, much like ours, most of them—Idaho and Montana, Montana State and so on, and it has men's and women's programs. [This was the first time that the men's and women's teams were in the same conference.]

Perforce, you had to become conscious of the fact that we had women's sports. There wasn't much here, but we had a program. So I kind of date my greater involvement in women's athletics to the time we went to the Big Sky. I think we actually became members in 1979 or 1980. I think we went through the application process in the spring of 1978, if I'm recalling correctly, got accepted, and I think then you had to wait a year. I believe we went in in 1979.

So that included the women now, and by this point, there had been some clarifications on Title IX as well for the universities. By the end of 1978 the first interpretation for guideline implementation had gone through. What was the feel on this campus in regard to that?

Well, I can only remember my feeling, which was after going to that convention and learning more about what was now happening. This was during the Carter administration. It's too broad a generalization, but clearly, historically, there has been a greater attention to Title IX in Democratic administrations than in Republican administrations. I think George Bush, the first, was probably an exception to that, but by and large, that's the way it was. So Carter was the president, and it was his Office of Civil Rights—it was still in HEW (Health, Education, and Welfare) in those days—that published the first policy interpretation, and that's when crazy things began to happen within the NCAA, and this sense of the end of the world arriving soon took over.

It concerned me, because we still didn't have much in terms of women's programs at that time, but I had become interested in it, perforce. I mean, I was the president, and I believed in women's sports. I just hadn't paid that much attention since I was in high school and following women's basketball. I think we had a softball program, then basketball, and swimming and so on, so it was part of your life, but here came a really quite substantial effort on the part of the NCAA to take on the federal government over this. And from a campus point of view—ours as well as all over the country—how the hell were we going to

afford to do all this? How could we meet these requirements of this first policy interpretation? That was the big question.

Then we began to be more specifically aware of the Office of Civil Rights in Oakland, who came to see us a couple times. Somewhere along the way there, we had two specific agreements with that office that we signed. I think this was by the time Reagan was the president, so the Office of Civil Rights had backed off the sterner approach to satisfying the requirements of Title IX to one that argued that your scholarship opportunities should be proportionate to the number of women or percentage of women who were actually playing [as opposed to the overall percentage of undergraduate men versus women on campus]. And we weren't there. Clearly, we weren't there. We had a *long* ways to go. [laughter]

You had mentioned, on the part of the NCAA, the fact that there was this great amount of panic among the universities involved. Can you talk a little bit about the DeHart Coalition or the Sanford Plan?

I think it came out of that NCAA convention in 1979 or 1980, and the NCAA was prepared to launch this monumental effort to dissuade the federal government from pursuing its errant ways with respect to Title IX and to take the case to the Congress. At that convention, I think institutions signed on as signators, affixing institutions to this effort. It was the DeHart people, I think, that prepared this. I don't remember if we signed on or not. We probably did, because so many institutions did. I mean, this was all very sudden, brand new, and it was scary when you were running your athletic program on a shoestring anyway, and now somehow you've got to divide this money up. It's a half a shoestring apiece, basically. So it was a money question for us and for others at that point. We didn't take a leadership position in this battle, but I can tell you we were concerned. I was concerned. How in the hell were we going to do this?

With the various interpretations, there was such fluctuation. That was part of the problem.

Title IX was a moving target, and it was different under Reagan than it had been initially under Carter. Then we had the decision in the Grove City case (*Bell v. Grove City*) that put everything in abeyance for a while, so you really didn't know what the hell to do.

The longer this discussion went on, the more interested I became—as a president, but also as a person, as a father, as a husband. My wife had played softball as a high-school girl, and she was quite good. Actually, when I was in graduate school, we had a softball team, and she was a ringer. She could hit the ball farther than anybody on the team. She was formidable. But she had had no opportunities to participate in college sports. And my girls were growing up, and I was saying, “Wow! This is the real deal, and we *really* are in a sea change here, that I hadn't appreciated.” So I became interested in pushing the program here.

Title IX is responsible for that, certainly. I wouldn't argue with that point of view. Dick Trachok and I talked quite a bit.

We didn't have the money, but we made some progress. We brought in a woman to be the person who would run our women's athletics programs under Dick—Anne Hope. That was 1983, maybe. That was one of our differences—he wanted to hire someone else.

Had there not been a women's athletic director between when Lue Lilly left and when Anne Hope was hired?

There was a woman named Julie [Hickey]. Very likable person, and she was good. She left us for a better position somewhere. Later on in life she was coaching the University of Idaho women's basketball team when they played here one year. I went down to say hello to her. But she was on campus then and was probably hired in the late 1970s. So she left, and then Anne Hope came in.

She also coached our women's basketball team, and she was here for three or four years. And Angie Taylor came along as a part-time sports information person who turned into a really consequential individual in the program, and for the whole program, but certainly for women's

athletics. She was a critical figure on the good side. I'm probably getting ahead of myself, though.

As far as who was in charge of the women's programs, I think it was Julie, then Anne, then Angie. I don't think there was anybody between Anne and Angie, and Angie just moved up the ranks.

Angie had played basketball here as a student, and she worked here in jobs that didn't cause her to buy a big mansion and a large wardrobe. [laughter] But she hung on, and she was just so good that she kept moving up.

At this point why don't we talk about what you remember as far as the women's teams that were around starting in the late 1970s and through the 1980s, and maybe how that developed as there was



Julie Hickey



Anne Hope

an attempt to get some sort of balance between the men's program and the women's program.

In that period of the late 1970s, early 1980s, we had a swim team that was always good. We had a softball team that was probably not well-enough supported financially. There were some other issues that I can't remember. I don't know if I even knew what they were, but we ended up putting softball out of business. That was while Dick was still the athletic director, because he brought the recommendation to me.

We struggled with basketball, but we had some memorable players and teams. Chris Starr was a great player around the mid-1980s. Volleyball struggled. I think we had women's track at that point. I don't recall if we added that later, or if we had it and put the men's side out of business and kept women? We had cross-country,

of course, and I think at one time we had women's gymnastics, but that went out of business before I was president. Gymnastics became a declining sport all over the country, for both men and women. It's still alive, but barely.

In January of 1982 the Office of Civil Rights, which was housed within HEW at the time, sent a letter of findings to UNR saying that it was out of compliance with Title IX. Could you explain a little bit about that and what constituted compliance at the time?

One of the issues in relationship to the compliance question with Title IX is that the target regularly changed depending on the politics of the moment, particularly who was serving as president. As I mentioned earlier, different presidents had different ideas that typically divided along partisan lines—party lines, Democrat, Republican. If memory serves, even though Title IX was passed in 1972, it pretty much was out there in the atmosphere somewhere until around 1979 or 1980 when it began to get serious. At the NCAA convention in 1979 or 1980, Title IX conversation dominated the agenda, because the Office of Civil Rights was clearly beginning to be serious about compliance.

If memory serves, something resembling what came to be known as “the three-pronged test” perhaps emerged in the first policy interpretation, but it was not the test in 1982. The test then was the proportionate relationship between the number of female student-athletes and either the number or the percentage of scholarships going to student-athletes. When I say number or percentage, I mean percentage in dollar terms, although it could have been percentage simply in terms of the number of awards. I don't recall specifically which it was. The point is, we weren't in compliance.

It was really the early days of compliance, so it wasn't that we had set out to deliberately not comply. I think we just weren't clear on what we needed to do, and so we learned from that. My recollection is that we then proceeded to try to move toward compliance in the years that

followed, and I think we had a periodic visit from the Office of Civil Rights in Oakland that would come up and see us, two or three times maybe. I think we had another visit later on, but that would have been when a new set of compliance requirements came into effect.

I think we had to have a plan that we presented to the Office of Civil Rights as to how we were going to go about the business of complying. I can't remember the specifics of that plan, but it's probably somewhere in the archives.

As far as who drew up the plan then, it could have been the Affirmative Action Office. I'm almost certain it wouldn't have been the Athletics Department at the time, and I don't recall when Michael Coray came to work for me. I think that was later. I do recall his being involved in a compliance effort with respect to Title IX and the Office of Civil Rights in Oakland, but I think that was our second visit, when the requirements had changed. So I'm just guessing that whoever was the Affirmative Action director at that time would have been the person in charge, but I'm not sure.

When you were president, one of the major changes in athletics would have been in 1986 when Dick Trachok retired and you hired Chris Ault. Can you talk about how changing that position might have affected efforts with Title IX or other aspects of the athletic program?

By the time Dick retired, I had come to have a much better understanding of what had happened with women's sports than previously. I was raised in the old days when there were play days and six-girl basketball in the state of Iowa. I really hadn't followed the development, gradual as it was, of women's sports at the college level as an intercollegiate competitive undertaking. I suspect that was true of most of the males, at least, serving as college presidents around the country, and almost all of them in that era were males. For whatever set of reasons, probably having to do with my own interests in sports, male and female, the interest in the subject had come out of that NCAA convention that I perforce shared in, because mainly it was a money question that I was

concerned about, as were other college presidents of that time.

At all events, by 1985 or 1986, we had gone through some fairly significant discussions between the athletic director and myself. We didn't always see eye to eye, but we had hired Anne Hope by then, and that was—at least symbolically, if not substantively—a major step for us. That was 1984, a year or two before Dick retired.

There may have been other factors, people talking to me. I do remember that I had decided that one of the critical standards that the new athletic director would have to meet was significant improvement in women's sports, which meant finding money, re-allotting dollars, whatever it was going to take. We did an open search. We had, I think, three or four good candidates, and I discussed that with all of them, and eventually the committee that was charged with reviewing the candidates and making recommendations recommended Chris Ault.

Chris and I had a breakfast meeting at a coffee shop in town that's no longer in existence, but which I used to frequent. (I was always looking for places where there weren't going to be a lot of people that I knew that wanted to come up and say hello, if I was having a business meeting.) So we had breakfast in that coffee shop, and I said, "Chris, you just need to know this. I understand the other priorities and the importance of the men's sports that are vehicles of cash production, but we have to do something about women's sports, and that needs to be your top priority. So if you can take the job with that understanding, it's yours."

He said yes, and Chris was a trooper. In his heart of hearts, how strongly did he feel? I don't know. I wouldn't want to speculate, but he took that charge seriously, and so we began to have some serious movement.

Do you think that Chris's popularity as football coach helped, too, with the larger community, so



Left to right: Chris Ault, women's athletics supporter Dixie May, and Joe Crowley at a National Association of Athletic Development Directors event, June 1999.

you could put him into this position and still have the boosters be happy?

I think that was always a question, because the booster organization was all male and had been around for a long time and had their own ideas about women's sports, and it was clear to me that that was a long-term project. Still is, I think. So if we were going to have some nature of a support organization that would incorporate women's sports, we probably would be headed in a different direction. And I don't mean that *my* take on that was what led to the formation of Pack PAWS, but women in the community who were vitally interested in women's sports could certainly see that if they had a choice of doors—one of them being the booster club and the other being to form a new group—that the latter was going to be the clear choice.

Was there a women's booster group prior to Pack PAWS being founded in 1995?

Not that I can recall ever meeting with. There certainly would be women in the community who had the interest, but I don't recall any organizational interest until Pack PAWS came along.

Slightly earlier, in 1991, the university completed a five-year plan for Title IX compliance. Can you talk a little bit about that and if that was part of the whole certification process?

I'm not really certain about this history, but 1991 was the year in which the Committee on Certification was established. That committee shares the same name as the Implementing Committee now, but in 1991, the Committee on Certification was an NCAA ad hoc committee charged with developing legislation that would lead towards accreditation of intercollegiate athletics for Division I. I was asked to chair that committee, so I have a very specific set of recollections about that one.

Prior to that there had been a pilot project established to take some first steps towards the

possibility of NCAA accreditation, and this was a voluntary effort. The idea was to look at, I think, thirty-five to forty institutions in Division I who would be willing to go through this project. We volunteered, and it's conceivable that we developed that first five-year plan in relationship to the pilot project. I'm not absolutely certain about that. It could be that we did it because of one of the Board of Regents' periodic efforts to become interested in what was going on in athletics in general and in women's sports specifically. I don't remember the reason and only distantly remember the planning effort.

The Committee on Certification was, for me, a really good experience, because I learned a lot. When that committee was established to develop the legislation that ultimately produced the certification requirements, the idea had been to look at the three basic standards, which were very similar to the three basic standards that the Knight Foundation Commission on Intercollegiate Athletics established. Those were academic integrity, financial integrity, and institutional control, defined specially as presidential control, and that's what we started with.

We started with a fairly large committee comprised mainly of people who had been around for quite a while, with the presence of some very strong females on that committee. This wouldn't be the first time I had learned some hard lessons from females who had a point to make, and they certainly did, and it was a point worth making. That committee represented a whole variety of viewpoints on the direction certification should go, and the women on the committee—not exclusively, but particularly—wanted a fourth standard. It ultimately became a kind of broad standard that included, as the centerpiece, gender equity but also encompassed ethnicity, and in a fairly vague way, student-athlete welfare, generally.

As it developed, the focus became women and minorities, and the student-athlete welfare component was there, but the way that particular fourth standard came to be viewed was gender equity—equitability of opportunity for minority student-athletes, and I think, as well, for minority

administrators, and certainly from a gender point of view, administrators, coaches, the whole deal. We had some really interesting conversations about that, and it became a major interest for the association generally.

So periodically it became important to meet with the Presidents Commission and with the NCAA Council, which were at that time the two major policy bodies between conventions. I met with them, and you could tell from those meetings that the most fundamental concern expressed at both the Council and the Presidents Commission—and I think especially with the Presidents Commission—was what the gender equity standard was going to look like and require in terms of finances. There was also the question of whether it was also going to match Title IX, and if it did, then there were some serious potential legal issues that could arise from the NCAA, a private organization, marrying itself to a public requirement.

Beyond certification and equity considerations, that has always been a significant issue and has been, indeed, a legal issue that the association has had to confront on more than one occasion. It was important for the association to preserve its private standing. Otherwise everything gets reviewed by the feds, and that door, once it's open, never closes. It just gets wider and wider. So the presidents were especially concerned about the legal implications and the finances, but, notwithstanding, we got it through.

It came forward with those four standards—financial, academic, institutional, and equity—and passed in 1993. I should add that a third concern of the Presidents Commission, and a reasonable one, was how this accreditation for intercollegiate athletics proposal related to institutional accreditation, which is done by regional bodies around the country. It would be fair to say that most, if not all, presidents, quite apart from athletics, had become mightily concerned with the role that program accreditation was playing in the institutional decision-making process.

Lots of programs want to have their specific program accreditations, and those program accreditations can take the decision-making

process out of the hands of the institution and say, “This is what you have to do: You have to hire more faculty in program X,” or, “You have to hire more minority faculty or more female faculty,” and a whole bunch of other requirements. Especially aggravating were the financial requirements. Certification came to be viewed as yet *another* form of program accreditation that took decision-making authority out of the hands of the institution and put it with an external, accreditation-type organization. So that was a big concern as well.

One of the things, then, that we wrestled with as we prepared this legislation was the regional accreditation relationship, which was for the whole institution. I think we met with all six of the regional accrediting bodies and had a specific set of discussions in person with the southern regional accreditation office. The country is divided into six regional realms for institutional accreditation purposes, and the southern region, depending on how you look at it, was probably the most progressive in terms of incorporating a concern with athletics into the institutional accreditation process. Others pretty much gave it lip service. I mean, it really was not a very important thing for other regions, but for the southern organization it was.

We spent a lot of time with them on particular issues that arose in terms of what the regional body and its board had decreed were the important ingredients of accrediting an institution's athletic program. I mean, the institution got the accreditation, but what were the requirements for the athletics program?

There also were some nuts-and-bolts issues about who visited when. You had your regional accreditation visit every ten years, usually an interim visit in the fifth year, and then you had this proposed certification program that was a ten-year certification and was pretty ambitious. So you would have a lot of institutional time and effort expended every ten years, especially when the regional folks were coming to visit you. You had a big self-study committee, lots of paper, lots of money, lots of good arguments. Then you would go through the same thing with a very ambitious athletic accreditation, and that was

an expenditure of a lot of time and effort and money as well.

We worked out an agreement with the southern folks with regard to timing, as well as with regard to the specific criteria to be examined, and ultimately, I think that issue got pretty well accommodated in the implementation process. But at the time, this was just another obstacle to try to surmount, so that two-year period of developing this legislation really quite substantially involved my own time and that of everybody else who was part of it.

As the chair, I had to be the one that did the consulting with the Presidents Commission, the NCAA Council, and the southern regional folks as well as with the Knight Foundation Commission members, who were *very* interested in this. This was almost—but not quite—what sealed the deal. If the NCAA could have certification, accreditation for athletics, then the *one* remaining challenge was going to be how to demonstrate presidential control. Out of that came the legislation, which was approved, interestingly, at the 1993 convention, and it was at the end of that convention that I became the NCAA president. I don't know whether certification had anything to do with that at all, but it was interesting.

Did the negotiations with the southern region and what came out of that end up becoming a template for the work with some of the other regions?

I'm not sure, but I think it did, or at least it educated the association on what it would have to do to make life easier for those regional accreditation bodies, which were typically bodies with boards on which institutional presidents played a major role. I was on the board of the Northwest Commission for seven years, and most of the people—not all—but probably most of the members of the board were presidents.

You mentioned the Knight report.

The Knight Foundation is a foundation whose riches are based on media: newspapers, television, the whole, as they say, nine yards. (I

don't know where that term came from. It has always puzzled me. If it's football, it should be the "whole ten yards.") Periodically, there's a rash of scandals, and the late 1980s were productive of some serious scandal-type problems. The fairly well-known student-athletes I recall coming forward were a basketball player from Creighton and a football player, Dexter Manley, from Oklahoma State, who became a pro player. They stepped forward during this period of time and said they had done their four years at their respective institutions, but they were still illiterate. Couldn't write their names. They'd probably gotten beyond signing an X, but not far beyond.

That was nationwide news, and there was cheating stuff going on in those years. Not that there has ever been a cessation, but there were some pretty major examples of that, including in the old Southwest Conference. I recall they had nine member institutions, seven of which were on NCAA probation. One of them, Southern Methodist (SMU), was the first and only institution ever to get the NCAA death penalty, which meant that the program itself, in this case football, was put out of business, because they were cheating quite noticeably. It was so blatant, and it involved very prominent alumni of the institution, including William Clemmons, who was then serving as the governor of the state of Texas and a leader of the SMU governing board. I don't recall what the title of that board was, but it was significantly implicated in this scandal, and SMU football went out of business for a period of time.

I can tell you more about the SMU story later, because I happened to visit there as chair of the certification team several years down the road to see what that institution had gone through as a result of that death penalty. It was another lesson about the power of sports. There's a power there to do good, but there's a power there to almost destroy a program, or even an institution, and in this case, that was what happened to SMU. It's just an amazing story, and fortunately, SMU came out of it OK, although football there has never been the same.

Anyway, that was all going on in the 1980s. Out of that, at least in part, came the formation of the Knight Commission, funded by the Knight Foundation. It had as its co-chairs Father Hesburgh from Notre Dame and Bill Friday—an enormously respected president of the University of North Carolina system, a terrific guy—and a board. The interesting part of this is that most of the people who sat on that board were college presidents, and most of them were also deeply involved with the NCAA Presidents Commission. So you had this really almost bizarre situation where the Presidents Commission at the NCAA had a very similar set of goals with regard to fixing these serious problems that the Knight Commission had, and part of the reason was that leadership of the Presidents Commission also was part of the leadership of the Knight Commission. In fact, the executive director at the time, Dick Schultz, was a member of the Knight Commission board, and after him, his successor, Cedric Dempsey, who I think is still a member. So the Knight Commission was getting all the good press, and the NCAA was getting all the bad press, even though leadership in both organizations on these important questions was fundamentally the same. [laughter]

It was really strange. But that's OK, because that commission symbolically represented reform in a way that the NCAA, because of its history, simply could not do, and it gave us a push in the right direction. So we should be pleased that there was that commission, even though there was this strange relationship that I just spoke of.

That was the Knight Commission, and we invited people from that commission—and that really meant the key staff to attend the regional meetings the NCAA had around the country on our recommendations. This is a fairly typical NCAA process when there's a big issue—to hold regional meetings and welcome input from everybody. We did that and invited the Knight Commission folks to come, and they did. I met probably two or three times with that commission during its periodic meetings.

That body became very important to the success of the effort to get approval for the

certification legislation that we presented at that 1993 NCAA convention. Without that, I'm just not sure it would have happened, because the presidents had to buy into it, and I think one of the reasons the presidents ultimately did was because of the insistence on the part of the Knight Commission that the certification legislation be passed. The Knight Commission had no particular stake in the equity standard, and they didn't oppose it, but you couldn't approve this legislation minus the equity standard. So I think that that role was a critical one.

Now, you mentioned earlier that there was this question of whether compliance for the fourth prong of equity would be tied directly to compliance with Title IX, and that ended up not being the case?

Right. We went out of our way to not insert the thirteen particular requirements of Title IX: operating budgets and recruiting budgets and certain facility requirements and so on. We steered clear of that, and everybody was on board with that.

I have a note here that UNR was determined to be in compliance with Title IX back in 1991. Does that sound about right to you?

Yes.

If someplace was already in compliance with Title IX, do you think it helped with certification in that some of those things had been dealt with, even though it wasn't directly tied, or were there other issues?

The institutions who had gone through a visitation from the Office of Civil Rights and maybe had developed the same kind of consent agreement that we did here the second time around probably had a better understanding of what they had to do, and some of those processes were really very, very difficult and very *public*. In Colorado, for example, I think it was Colorado State. Northern Illinois, I remember I knew the president there then, and I know him still. He's

retired now. And, of course, ultimately there was the Brown case [*Cohen v. Brown*], but there were several other such high-visibility cases that made it clear that this was really a serious set of requirements, and it was going to be hard to dodge. Really, it probably only took a complaint from some female athletes on campus—I don't mean this campus, but campus X—a letter to the Title IX regional Office of Civil Rights, to get an inquiry going.

UNR seems to have been pretty progressive with Title IX front, and I suspect this was partially your leadership and your involvement with the NCAA.

I think we were, and I think we began to take it really seriously. Chris was part of that, perforce, and we had to make changes in the way we did business. There was also strong regental interest that was probably led by Jill Derby, who periodically spoke to the issue, either at board meetings or just in ordinary conversations that she would have with this or that president, including me.

Now, with Title IX compliance, you had various visits at different points in time here at UNR from the Office of Civil Rights, and plans were drawn up. I realize that since it was a moving target, and the interpretations kept changing, it would have been harder to be in compliance at certain points in time, because you might be in compliance, and then they changed the ground rules again. Do you remember the first time the university was cleared on compliance?

I think after that period in the early 1980s when we signed something like a consent agreement, and we ultimately fulfilled it.

Then how was it determined whether a university was in compliance? Were they revisited on a five-year basis, a ten-year basis, or did it differ?

I can't remember. Especially in that period during the 1980s, which was the most fluid period, for about four years there was no set of

requirements. That was the result of the Grove City case, which separated athletics from the Title IX picture. [*Bell v. Grove City* resulted in a ruling that said that departments, such as athletics, that did not directly receive federal aid were not required to follow Title IX requirements.] We had that in the middle of the Reagan administration, and so we weren't getting visits then on that. *Nobody* was. That situation disappeared when the Congress—especially Senator Birch Bayh—took an interest in specifically including athletics. (Bayh was a major, major figure in Title IX, a terrific guy, and a friend of Cary Groth's, by the way.)

With the original Title IX, athletics was included in the legislative language only by implication, so by administrative interpretation it got included. With the action of the Congress somewhere there in the mid-1980s, athletics was specifically incorporated into the coverage of Title IX, and that's when we began to look at the so-called three-pronged approach.

We based our work to comply with the first prong, which was to show a steady pattern of improvement in completely satisfying the interests of the affected gender. That is a whole *other* question, which has gone through some tortured sequences of interpretation itself. So either you were looking towards completely satisfying the interests of the female student population, or you are working ultimately towards proportionality.

Then there was a question of what proportionality means. We took our understanding of what we were going to do from the so-called California NOW [National Organization of Women] consent agreement that was between the twenty-three California State University institutions and California NOW. The agreement was based on a series of percentages. I think you could have a variation, for example, of five or ten percentage points between the budget for men and the budget for women.

I don't remember the specifics, but it addressed three or four fundamental issues: participation, scholarships, total budget, and one or two others. So we adopted that as our own. That was when Angie Taylor was really the person who was our major administrator in the Athletics Department

to move us down the road, and Pack PAWS became involved. So we set those points as our goals.

I know, since I spent a year at a California State university [as interim president at San Jose State], that this implementation was taken very seriously. During the year I was there, 2003-2004, we were still annually reporting how we were doing with respect to those percentages, and every other institution in the system that had an athletic program was doing the same thing.

With the California NOW consent agreement, was proportionality at that point based on the percentage of female students who were athletes or the percentage of female students overall?

The latter. That had become the law. So when you're looking at, say, scholarships, and there is an allowed five-percentage-point difference, it's based on the female undergraduate population. I think the California NOW agreement came out right around the mid to late 1980s. It might have been the early 1990s.

With the change in how proportionality was calculated, the men's track team was cut in 1994 as part of the effort to achieve some kind of parity. Could you discuss that?

Well, every single sport has a constituency. I can recall fairly early on, probably in the early 1980s, when Dick Trachok came to me and said, "We need to drop skiing, because it's not going anywhere. We can't compete, we don't have the money, and people don't come out to watch people ski."

I said, "OK." We took it to the board, and boy, the sky just fell in, and the board turned me down, because they were under pressure from the ski fraternity and sorority. And all's well that ends well, and I think it was the right decision for the board. At that time, I had become a skier of sorts, so I understood why people are absolutely devoted to it, but I was ignorant of the history—this had been a ski school *forever*. Eventually, we added it back. We made the case that it needed

to be a club sport, and that became a different set of challenges, because it still had a home in the Athletics Department. They had to fight for money all the time. But the Board of Regents did require that it was going to have to be self-supporting. That was the compromise, that you had to continue the sport, but they said to the ski group, "*You* have to come up with the money."

So I did know what it meant to drop a sport. It's like dropping an academic program, when people get after you for doing that. There were other issues with track, and I can't remember what they were. I don't even know if I knew what they were, but there were some. There's no question but that the need to meet the new proportionality requirements figured abundantly into this picture, and that this was a way for us to spring loose some money and do something for women's sports. So everything that we saved from that went into women's sports, although I don't remember specifically what we spent the dollars on. There was a loud and continuing protest from the track-and-field community. I don't blame them. I mean, the irony here is that it was the original sport, going back to the Greeks.

Was women's track and cross-country still around at that point, or was that something that hadn't yet been in existence?

I just can't remember whether we were competing in women's track and field then or not, or whether one of the things we did with the money was to start track and field. I think maybe it's the latter.

There was a lot of pain associated with that, and it was a really hard thing for everybody to do. If you talk to Cary, for example, she will argue that you don't have to do this—you never have to drop a sport. If you have another source of money, you wouldn't, but we *had* no other source of money. We got our percentage of state dollars. We had a bloody history of trying to increase student fees to try to accommodate better women's athletics programs, and there just wasn't anyplace else to turn. And from my point of view, we were going to get knocked if we didn't do this.

We had to do something. So it's what you get paid for. When it comes to the time of making the decision, somebody's got to make it, and that's the president. And you have to have support from the board, and in that case, even though the regents heard at the meeting from a lot of very upset people, they supported it.

Now, you mentioned the whole issue of student fees and how that was split up. I understand that back in the 1970s there was a seven-dollar student fee that went towards athletics, and it all went to the men, and then the women got some increases.

I don't remember, in my time, a seven-dollar student fee. I remember a two-dollar student fee and an effort to raise it to four, or was it a one-dollar student fee, and we raised it to two? I can't recall, but we never had a seven-dollar fee in my time. If we had, this would be a different story, because that's a lot of money.

The athletics component of the student fee is a set-aside, and there is what's called a consolidated fee. Part of the fee structure, then, is based on paying for programs like student government, and there are seven or eight or nine of those programs. But you don't change a fee, especially for athletics, without a bloody struggle, and we went through such a struggle. I don't remember the years, but I'm thinking it was maybe in the mid-1980s.

We did a very careful job of talking with student government about the need for more money for athletics. It wasn't exclusively a question of more money for women's programs. That was just part of the overall picture, and the student leadership supported a fee increase. I'm thinking it was going from two to four dollars, but that's just not part of my specific recollections.

And it could be, too, that the figures I have were from much earlier.

That could be. It wouldn't be unusual to have a fee of that size, but by the time I got involved, we didn't have that much money to work with.

The ASUN (Associated Students of the University of Nevada) has a big chunk of that

student fee to support student government. There's some library money in there. I don't remember it all, but we worked to increase the student fee. Now, the regents had approved a fee increase for UNLV, so we felt like we were on safe ground, and that we did it the right way. We consulted, and we got the agreement with the students, and we went forward. In those days, if it was a matter specific to this university, then the northern regents were the ones who made the decision. I mean, the whole board would make it, but basically, it was like a committee report. Well, the northern regents said no, and I was baffled by that, and I still am.

It was the regents, that turned it down. The students were all for it. We met, then, with the northern regents. We had a meeting, I think in Dan Klaich's offices. (You could do that in those days.) We went through the whole explanation. The student leadership was there offering their strong support, and the regents said unanimously, I believe, "No." So we didn't take it to the full board. I think that was around 1984 or 1985.

So what the hell were we going to do? We had a *serious* problem. We were looking at cutting sports, and there was not much room to cut. This was before the track question came up, and the point of the matter was not specific to women's athletics. It was just the general athletic program.

We were in a hell of a bind. You had to balance your budget every year, and we frequently, if not annually, helped athletics balance the budget. We could have reallocated, but I wasn't willing to take money away from higher priorities in order to balance the budget. If it was a matter of coming up with some discretionary dollars that weren't allocated somewhere, that would have been one thing, but we were talking about reallocation here.

It really angered me that the northern regents handled it that way, and they certainly were aware that I was disturbed about this, which I think is probably in part at least what led them to approve a solution that was not as good a solution. Interestingly enough, though, it turned out to be a better one, I think, for the student population.

As was the case with probably the majority of colleges and universities around the country that had student health services programs, we

had that as a part of Student Services. There was a full-time doctor and a doctor or two that would come in part time to see students, and I think we ran it out of one of the residence halls. I think it was Juniper. It was a pretty small-potatoes operation that, however, made a nice profit, so the program had a chunk of money. I said to whoever our financial people were then, "Find me some money somewhere. We've got to fix this athletics funding problem."

Part of that consolidated student fee was, I think, two bucks for the health service, so the dean of the medical school—Bob Daugherty, a big fan of athletics—came to me and said, "Why don't we take over the health service? It'll be a better program, because the students will have access to all of our docs, and we can refer the students to specialists and cover all their needs."

We said, "What we will do, then, is take that two-dollar fee. We'll put the existing health services program out of business, have the medical school take over the health service, and we will make it a voluntary service. And there will be an annual fee or semester fee." It was thirty-five bucks, maybe. That would allow the health service to operate up there and pay for it, and if students didn't want to sign up, they didn't have to.

This was not a popular decision. Roberta Barnes was then the dean of student services, and it would be fair to say that she was exceedingly upset about this, and I don't blame her, because it had been a nice little health service. It was doing fine. Nobody was complaining about it. It had developed a nice little fund that supported the acquisition of equipment and so on from that two-dollar fee, which covered more than the need to meet personnel costs. But that bought us the ability to pay our bills in athletics, and we took that to the northern regents, and they said, "Fine." [laughter]

With our earlier request to raise the student fee, I think probably one of the northern regents just didn't want to see that happen and persuaded the others. That's pretty much the way they did it, although the northern regents in those years were excellent regents and very supportive. But on this issue they dug in their heels for whatever

reason. It shocked me, frankly, because we had done everything the right way.

When I said earlier that this worked to the benefit of students, it's because they got a hell of a health service out of it, and though the conventional wisdom at that time was that if you turned your health service over to your medical school, it wasn't going to work, it did work for us. We got some money to balance the athletics budget. After a year or so, well, there probably were people who were still upset with us for having done it, but it was our only alternative.

If the health services had been getting a tidy fee from it, then it probably turned out OK for the medical school, as well.

I think it did. But Cheryl Hug English has run that health service for a long, long time with a lot of help from Owen Peck. I don't know if you know Owen Peck. He's a terrific guy and a great doc, who always had an oar in there. When they wanted a fee increase, they went to the student leadership. I think maybe even before I left the job, they had made that mandatory again. And Cheryl has always worked closely with the student leadership on whatever concerns they might have or on raising fees or making them mandatory.

We talked about putting the sport of men's track and field out of business. That gave us some dollars that we could devote to enhancing our standing with respect to women's sports and Title IX, but that was, I guess one could fairly say, a relatively small part of meeting the need. Several other ways of bettering the budget came along more or less a piece at a time, and I don't remember the order. It may have been even going forward on all these paths at the same time.

One way was obviously private fundraising, and so efforts went forward in that direction. In that case, at that time, one was really looking at two possibilities. One was facilities, and the other was scholarships. So we moved in both directions with some help from Pack PAWS, who could at least identify sources for us or have people step forward to help in one way or another. We dealt with the need for an academic studies center and

got funding from Lynn Bremer. By that time we had a significant claim on space in the Old Gym and put that center there. If you look at it now, you say, "Wow, you really need a lot more than that," but at the time it was a substantial step forward for us. That, of course, dealt with men as well as women, but it was an enhancement viewed from the perspective of what we're talking about, of women's programs, because women athletes could go there along with the men. We approached the Wiegand Foundation, still on the Old Gym question, to look towards a significant enhancement of that facility.

Again, I can't remember the sequence here, but by that time or shortly thereafter, women's basketball had moved from the Old Gym to Lawlor. That was an important statement. It was not the best approach, perhaps, in one way, because you were getting five, six, seven, or eight hundred people to a game, and that vast arena doesn't give you that intimate edge that you get as the home team when you fill your arena. On the other hand, it was a statement about equitable treatment, about men's and women's basketball playing in the same facility, so symbolically that was a very important move.

Volleyball, though, was still be in the Old Gym, and that facility needed dramatic improvement. So, if I recall correctly, we got a grant from the Wiegand Foundation that at least in part went to rehabilitate the gym part of that facility.

With the Wiegand gift, I do also recall, parenthetically, that one of the reasons for the gift originally was to help us develop maybe a top twenty women's basketball team. I think that was at least a goal, if not a condition of the grant. So we must have gotten that grant to move in that direction, and then down the line moved the women's programming to Lawlor. I think that was probably the sequence. But we still needed to do something about the facility, and so we did. It's a nicer place now. I think there may have been, after I left then, some later infusion of dollars from some source or another to continue or enhance that facility.

On the scholarship side, we got a significant chunk of money from Dixie May or the May

Foundation. I don't recall whether it was her personal gift or the family foundation—very generous to the university generally. Dixie became involved in the women's program in that way, but also, I think, as a fan.

I'm sure there were other private gifts, but I remember those two specifically for women's sports and then the academic center, which helped in women's sports. I do believe there was some additional private giving after I left, but I had no part in that and don't remember anything about it.

Then there were things to do with the board and the legislature. I had an idea one day about how we could help the program with the permission of the Board of Regents, and I explored it with Carol Harter at UNLV. The idea was to get the board approval to allow us to do fee waivers for women's sports that would bring each existing sport up to the allowed NCAA maximum in grants-in-aid. There are different numbers of scholarships allowed for each sport, and you have equivalency sports, and then you have those that are full scholarship grants. If you have fifteen scholarships in women's basketball, those are full-ride grants. You don't do half-scholarships in basketball. But in a sport like softball (and I'm not sure about this, but I know baseball is this way), you do equivalency, so you can divide them up, but the maximum is still whatever it is, and it's in the NCAA rulebook.

I don't think any of our sports were at the maximum. Maybe one or two were. Volleyball possibly. As part of this proposal, an allowance would provide that we could *completely* supply waivers to any new sports up to the maximum. There was some hesitancy in the Athletics Department, which I didn't find out about till later. I think it's because I didn't adequately communicate to Chris Ault what we were trying to do here, so he saw it as something that was going to cost the department money. I guess it would have in a small way, but what a tremendous opportunity to deal with meeting the goals that we had and the requirements of Title IX to have the full maximum for every sport in scholarship grants-in-aid.



A volleyball game in the Old Gym, 1974.

At the time, did you have the maximum allowed for the men's sports?

For some. We would have had them for football and basketball. The interesting thing about this is that it became, in the end, a coach's decision, and in the pre-waiver days we were all over the map. A coach could get the necessary dollars for an improvement in the number of scholarships in the sport of X or Y, but he or she could use those dollars for some other purpose, to acquire better uniforms or to spend more on recruiting, so there was that flexibility. But once you had the waivers, you didn't have to worry about that. So we were a year or two taking advantage of that. In the end it paid off handsomely.

Carol Harter, from UNLV, and I both worked on it, and we proposed it to the Board of Regents, and the board approved it. There were some costs associated with that, because it meant that we gave up, on the non-athletic side, a certain amount of money. The way the process worked was that the funds were there to pay for a grant-in-aid, and the grant-in-aid was then paid, and that money went back into the university treasury. Well, if you weren't talking about funding a grant-in-aid, but were giving a waiver of the tuition, particularly out-of-state tuition, you were losing the money on the academic side of the house, or the non-athletic side of the house. So there were some costs associated with that.

Parenthetically, as of the last legislative session in 2005, the governor proposed in the legislature and—with a lot of help from Bill Raggio—approved a complete waiver program for all sports at the two universities, which is a very rare thing. Two or three states in the country may do that for their public universities. So doing it for the women was the first step, and then down the line, ten years later, it was there for everybody. It was for both in-state and out-of-state, and it was a waiver of, I believe, both fees and tuition.

When you first came in as president, do you remember if there were out-of-state waivers or scholarships at that point, or was that something that came later?

When I first came to the university, we had a complete waiver program. That was changed when Neil Humphrey was the chancellor, because from an accounting point of view it didn't really make a lot of sense. So he put us on the same system that the vast majority of the states are on, which is not a waiver program. I mean, there was an allotment of waivers that one got by board policy, but the board had to approve that every year, and that waiver system did not apply to athletics, if I remember correctly. There weren't many waivers in those days, but, if I remember correctly, every year the board had to approve the total amounts of grants-in-aid that were to be given in the athletic programs.

Now, with waiver policy changing, there remained the harder task of going to the governor and the legislature and asking for a gender-equity appropriation, and, again, this was something that very few states had done. In Washington, at least the University of Washington and Washington State had to go to gender equity without any state assistance. They got the job done. They must have used a lot of flexible dollars to make that happen or private funds. I don't know how.

States do not readily give money to athletic programs. We already had in place a relatively modest biennial appropriation for athletics at both institutions, and that went back a long, long ways to before my time as president. It was

pretty much the same amount of money, and in a good legislative session, that would increase by whatever the cost of living was, but that was it from the state. And that was a relatively small part of the overall athletic budget and got increasingly smaller.

We started to go to the governor and the legislature with the requests that the board approved to provide funding for gender equity in athletics for the two universities, and we had no success. But there was an opportunity to locate that funding, not in state dollars per se, but in the dollars that came to the state as the other side of not having a state estate tax, because you got a federal allowance for that. I don't know the history of that, but we began, then, to get some pretty flexible dollars that we could use. Public schools also got a chunk of the estate taxes, so they were earmarked for higher ed and for K-12. But we still had a whole lot more requests for use of those dollars than we had dollars available.

We put our request for help from the state for women's athletics, I think, as an enhancement of the estate tax dollars. I'm almost sure that's the way it worked, but we still didn't have any success. Then in, I think, 1997—it was after we had put the waiver program into business—I went to visit with the governor, Bob Miller, and I said, "Bob, could you just put in a small chunk of money so we can get our foot in the door, so in a *good* time we can come back for more?" So he put \$50,000 in the budget, which I thought was a remarkable thing, because we had had zero success before, wherever we may have been asking that those dollars come from. But I believe he put that in the estate tax budget, which had to travel the same route through the legislative process.

Then the two universities (UNR and UNLV) put to work our women's support groups—Pack PAWS for us and whatever the group is called in Las Vegas—and both groups did a terrific job of contacting legislators. Our hearing on that particular item was in the Assembly Ways and Means, and so we packed the joint. Carol Harter didn't come up for it, so I was the person there to defend it, because we had been asking for money for years and got pooh-poohed, but now we had

a political process. We had a pressure operation going, and the women on that committee were persuaded.

And just to be absolutely truthful about this, they just beat the bejesus out of me and out of the governor. Why was that? Well, because the request was only fifty thousand. I didn't bother to point out that we had asked for more than that over the years and *never* got any interest in the legislature, or from the governor's office. And now they said, "Well, yes, you should have been spending money equitably on women all along!"

It's a fair argument, but it ain't that easy! So I could see what was going to play out there. We were going to get a big chunk of money. So they asked, "What would you really need at this point?"

We had already calculated this, and it was a rough estimate, but both institutions needed a million dollars each to get from where we then were to where we needed to be, to be compliant. So, that's what I said. What we got, then, was something like \$300,000 or \$350,000, and I said at the end, "You know, you can beat me up some more if you want!" [laughter]

That sailed through the senate, and we were on our way, with the understanding that we had the million-dollar goal, so we would be back! We came back, then, in 1999, but there wasn't any sacrificial lamb this time. We got about the same amount. I'm not exactly sure there. (And the sequence was either 1997/1999/2001, or 1999/2001/2003. This could have been 1999 and 2001, because in 2001 I was doing the system's legislative relations program as an assistant to the chancellor. That was after I left the president's job. But if it was 2001, then I would have been testifying again, so we got our second infusion.)

Later, either in the 2001 or 2003 session, the governor—who would have been Kenny Guinn by then—simply put in the whole chunk of money and got us up to, I think, just short of a million dollars in the base budget—not in the estate-tax component of the budget request, but in the base budget, which was a wonderful accomplishment. I had nothing to do with that, so it must have been 2003.

That was important, because the estate tax got phased out over the years because of it phasing out at the federal level. That was a major priority for George Bush, and the old "shouldn't take a penny off a dead man's eyes" silly argument came up and carried the day, although the decision had to be revisited later. I believe that will carry through to 2010, and I know the president has been trying to get it firmed up indefinitely since he first introduced it and got it passed in, maybe, 2001, but he hasn't had success in getting it permanently established. So the Congress could change the legislation and return to it any time, but I think there's a decent chance that that question won't get resolved until 2010 or 2011.

So there was that million dollars, and there may be other states that have done that. I haven't done a study, but the last time I talked to anybody about that, which has been a couple years, nobody knew of any other state which had gotten gender-equity public dollars for *public* institutions. That was a considerable step forward for us.

We had private dollars, probably more on the capital side than on the operating side. We had the regents' change in the waiver policy. We had the gender-equity dollars from the legislature, and finally, we got the former Manogue High School property as a place to expand for the new women's sports programs.

I should back up a step and say that I think the state dollars are what paid for the three new women's sports: soccer, softball, and women's golf. (I think those are the three.) Some of that money may have gone for other expenses for women's programs, but I believe those state dollars allowed us to get those three sports phased in. Then for soccer and softball we had to have facilities, and the Manogue acquisition took the longest time.

That followed a trail of complexity, the likes of which I have seldom seen. And, as I discovered in the process, there is a reason behind the wisdom of separation of church and state. [laughter] We just had a heck of a time. The bishop and I got along very well, but there are just different ways the university and the Church do their business. But we stayed with it through thick and thin,

and finally, after John Lilley became president, the deal got done.

My view of what we should use that Manogue property for was fairly general. It included women's sports, but it was something to be decided once we had acquired the property. I thought that would be a place for a softball facility and women's track. The track at Manogue then was around the football field, and the football field could become a soccer field. I was thinking that far ahead, anyway. Well, as it has worked out, we now have that softball facility. We had some money for it, but the cost of construction has just gone *crazy*, so we put forward a proposal to use the money that we had available, which I think was still partially provided by a set-aside resulting from a refinancing decision.

This gets complicated, but back in the day when there was a refinancing of the debt on Lawlor (in Reno) and the Thomas and Mack Center (in Las Vegas), a big fight ensued over who was going to get how much, because we were going to get some money out of that. UNLV made a *big* power play to get a very substantial majority of those dollars, because they had huge problems with Thomas and Mack by that time. It was a really well-used place and needed some serious work, as did their football stadium. But we fought the good fight, and because we had the support of a couple of southern regents, we were able to get our fair share of those dollars.

We used the money mainly for a variety of rehabilitation projects. Lawlor got a relatively small amount to do some repair work there. We used it to rebuild Frandsen Hall into something really beautiful, and we set aside some funds—I think maybe \$5 million—for facility purposes at Manogue (assuming we got Manogue at some point). We didn't tie it to sports, but we had it if we needed to do some work on existing buildings, if we needed to demolish those buildings at Manogue—which ultimately is what happened—or to develop the softball and football facility into women's sports usage. Those decisions as to what to do with Manogue and how to deal with those dollars that had been set aside were made by the Lilley administration.

There was a joint-use kind of thing in that practice-field area between the Manogue campus football stadium and baseball park, and one of those areas was going to be for soccer. There was a private donation involved, but we didn't have enough money to do what had been planned, so the soccer proposal was postponed. That was OK with the soccer people, and they didn't mind playing in Mackay. We didn't really have enough to fully deal with the soccer field, although we got tremendous cooperation for the softball field from the construction industry with huge help from Norm Dianda of Q & E Construction. We got all the construction people together, because it looked like we were going to have a softball field without dugouts for the teams. That was going to be an embarrassment. Now it's a nice facility, and there will be some need for improvement down the line, but it looks good, and I think the players love it. So another source of facility support for us was that Manogue deal. All of this, I need to say, happened after I left the president's office. Cary Groth gets the credit for these advancements.

Do you recall how many years prior to your leaving that deal started?

I would say mid-1990s, somewhere in there. It was up and down, and by the time I left, I thought, "Well, this is never going to get done." I don't know exactly how it all played out in the end, but I'm sure John Lilley had a major hand in that. So Manogue got a new school, a very fine physical plant, and we finally got the old Manogue, with still a lot of development room over there.

Since we're talking about practice space and where games are played, do you want to talk about the division of space with Lawlor versus the Old Gym and how that evolved over time?

It's a mindset question really, because the mindset that the Athletics Department and I had at the beginning was to have a really fine facility at the Old Gym for women's basketball and women's volleyball, but that mindset was not necessarily shared by the women's basketball

team and the coaching staff. [laughter] Again, it was that symbolic issue of having the women in an inferior facility, and so that wasn't a battle. I mean, they won immediately.

There was cost associated with it, because the Athletics Department pays for the use of Lawlor. It's not their facility. They don't run it. They've been paying for men's basketball to be there, and now they have to pay for women's basketball, as well. So that relationship between the Athletics Department and the folks that run Lawlor has always been of great consequence in terms of priority use and that sort of thing. For the most part, though not always, that relationship has been good. It has certainly been good between athletics and Bob Stewart and then Joe Kerr, the current director of Lawlor. Bob Stewart was Joe's predecessor, and now Joe and Chris Ault and Cary Groth do a good job of collaboration. But once the women's program decided it wanted to go to Lawlor, there may have been some weeping and wailing in the athletics administration, because it was going to cost money. I don't remember that, but it wouldn't have surprised me. And it may be that we helped them in some way there. I don't recall, but as far as I was concerned, if the women wanted to move, then they got to move.

With practices, there is that question of usage and priority, and, as they say, Lawlor is one of those tubs that has to rest on its own bottom. That was the way the state required it. So there is a small amount of state dollars that goes into support of Lawlor on the basis of an estimate of how much sales tax that facility brings in. It's \$200,000 or \$300,000 a year, I think. But the state said at the outset, "No public operating dollars for that facility."

Lawlor has to make it on its own. It's a really tough go, and it gets tougher as the city develops convention center-type facilities. And we're not a major destination point for musical events, so we pretty much catch the stopover traffic between Denver and San Francisco or whatever we can do. So it's a really tough deal, and there was bad feeling at the outset from the Athletics Department over the question of paying for the use of that facility, because it wouldn't be there if it hadn't been for

basketball. That was the whole rationale, north and south, for getting the federal tax dollars to build the two arenas.

That story is not important to this discussion, but there were federal tax dollars. The tax had been established in the 1940s, I was told, as a way of having a federal foot in the door in case legalized gambling became a serious enough issue for it to be governed from Washington. As it was, that never happened, but the tax remained. After a previous effort to return some of those tax dollars to the state to be used for public education, that went through successfully, and we got \$5 million or \$10 million a year from that source, as I recall. It all went for construction or repairs.

Then basketball fans, north and south, went back to Washington to get the *rest* of those tax dollars to pay for the building of the two event centers—Lawlor and Thomas and Mack. So we built Lawlor for \$26 million, which was a *huge* outlay of money in the 1980s, and Thomas and Mack cost \$32 million, I believe. It's bigger. We tried to get the legislature to siphon off some of those dollars for academic purposes, but they weren't going to stand up to the people who had got the money in the first place.

The biggest fight turned out to be with people, northern legislative folks, who wanted to have the same size center for us as what UNLV got, and I said, "We're never going to fill an 18,000-seat arena." We wouldn't do it now with all the success we've had. But that's kind of neither here nor there, except that it plays into the ultimate refinancing of the debt on those two facilities, which got us some money, some of which, in our case, was to be used for the enhancement of women's facilities. I think that's the case now. I say that because that certainly was my objective with that \$5 million set aside. I just don't know what happened after I left. Perhaps that's where some of the money came from to build the softball field, which just got built this year. We just opened it a couple weeks ago.

The softball team used to play at Idlewild, I believe. They weren't competing with the men for practice or game time, because a baseball field and a softball field are entirely different. The infield is smaller, and the fences are brought in considerably

from what they are for men. A softball doesn't travel as far as a baseball. So you couldn't have joint use of Peccole Park for baseball and softball. It just wouldn't work.

Do you want to talk a little bit about the founding of Pack PAWS and what role they've played as a booster group?

I might have mentioned before that the problem with women's booster organizations, or women becoming a part of the extant booster organization, is that the extant booster organization was built by and for men. So over the years you could count the number of females in the governing structure of what is now called AAUN (Athletics Association of the University of Nevada) maybe on one finger. There's a wider membership now, but the number of people who run it is relatively small—twenty to twenty-five people, maybe.

It just was awkward going from that organization's point of view to bring in women. At the outset, there was enough general resistance to women's sports, because these were folks mostly who had been around a long time, and they didn't have a recollection of women being athletes. [laughter] They remember, like I remember in high school, that apart from women's basketball, women did their play days. They had their classes every day or a couple of times a week, and the boys were not to come in and peek at those classes, so I never saw one. You might get expelled for that! So these were guys who came from *that* mentality, and it was just a new question for them. There was this big change. Now, what in the world has happened?

And then you've got the pie question. They would say, "We've worked hard to build this pie, and now the women want a slice of it. What the hell is going on?" My sense was that that was just one of those exercises that, if you persisted in equitable membership opportunities for women, it was just going to be a huge battle. So better that women have an organization of their own.

Now, this was just my thought. I wasn't doing anything about that, but there were women in the community who were. They could see the

problem, and they were now awakened to Title IX, which was a late awakening just like it was for the rest of us. For the most part, there probably were some women who got that organization going, who were on the forefront for women's athletics, but, for the most part, it became part of the gender equity question writ large. And like athletics generally, it was one of those visibility questions that made it an up-front issue.

Precisely how that organization came into being, I don't know. I do know that women that I knew came to see me about their concerns regarding women's athletics and that that organization was in the making. It was one that I think Angie probably had some role in helping along. I don't know that she was the one who started it. It may have been something that emerged from conversations, but I think the push really came from the community.

It wasn't fitting snugly into the picture, and Chris Ault never quite understood the organization. There was pretty clearly a separation there, and, again, it spoke to that question of women coming along and wanting to do the same kinds of things as men in sports. Well, my sense of how that organization developed is that very strong women came to the forefront, one of whom, for example, was Valerie Cooke, a judge, and a woman I had known for many, many years. She was a student here, and I knew her dad well. We were in politics together at one time. So she was one of the women who came to see me. Then there was Joan Wright, whom I also knew very well, and Vicky Mendoza. Again, I know her father very well for the same reason—we were in politics together. He was a judge in Las Vegas.

Those three were the three that I came to know by virtue of their visits to my office, and there was always concern about fair treatment. They did not come into being as a fundraising organization, or if that had been a purpose, it kind of disappeared. They *do* raise some dollars. They have a wine tasting, they have the Salute to Champions dinner, and they have a fall harvest program, so they make some bucks, and the members contribute. I'm a member. So there is some money there, but I think it's probably

\$200,000 or less. The Athletics Department doesn't look to that organization to be a big raiser of money, although indirectly, people who are part of it can certainly be helpful in raising money. But it's not established in the way the AAUN is as a fundraiser for sports, except on a modest scale.

It's a support group, and it's just gotten increasingly strong. So it's a major factor, but it just kind of came out of the mist as part of something that was happening probably at a lot of other places around the country. You had a support group for athletics, but it was a group of people interested almost exclusively in men's sports—at least until Title IX and its requirements became better known. That's the way it was then. It's better now, so there is an oar in for women's programs, and we have a woman athletic director, and she helps make that happen.

So there's the AAUN, which has changed over the years and now has some interest in women's sports. Then there's Pack PAWS, which is now a very visible support organization and does some really good things for women's sports, and, as I said, packed the room in Carson City when we got that first \$300,000 plus from the legislature.

What positions have been added over the years, and how did those develop?

I think it developed in part with these dollars that were coming in from various sources, but the facility dollars, the scholarship dollars, had specific foci, so I don't know that we added positions with those dollars. With the state dollars, yes; with the waiver dollars, no. Those were just for the athletes. For example, with regard to staffing, if you add a sport, obviously, you're adding positions, you're adding coaches, and so on. But the athletics budget is a very complicated budget and has so many sources of income and a lot of flexibility in terms of what you use what source for. I think it's probably still the case that, to the extent you can, you use the state dollars—not that gender-equity component, but that \$1.5 million or \$2.5 million chunk that's there in the base budget and has been, forever, for personnel.

There is money that comes from the gate [admission fees to sporting events], which is very important and is why the athletics budget is a crap shoot. If you're not doing well in football, people won't go to the games. If you're not doing well in men's basketball, people don't go to the games. Those are the so-called "revenue sports," and so you count on them. Right now we're doing pretty well. I went to the University of Iowa as an undergraduate, and there was a period of twenty years when Iowa football had losing seasons *every* year, but they filled that stadium every Saturday when the Hawkeyes were at home. We're not like that. This town is fickle. They come when you're winning, and a whole bunch of them don't come when you're not.

I think it is tied to the fact that this town has grown so much, and that the university has not found a way to bring newcomers into the university picture, and that was, in my time, always a challenge. We spent *hours* talking about, "How can we build this?" Not from an athletic point of view, although that would certainly be helpful, but generally how to make people who are moving to the area feel like they are emotionally attached to this institution. It's a continuing struggle, because although the university may have grown by 2.5, 3 percent a year—which may not sound like much—over time that amounts to a whole lot of people. So I think that's part of it.

Just to use Iowa as an example again, people come from all over that state—in buses, trains, cars—to go to a football game on Saturday. We'll get people from Elko, Fallon, Ely, et cetera, who will do that, but it's not like Iowa, where there are a *million* of these small towns from which these people come. Here you really are dependent on the local crowd, and we haven't ever been able to quite get to the point of having that emotional connection to the institution. Certainly it's better than it was, from the point of view of attendance at men's basketball and football games, but you know it can go up and down in a hurry. So that's a source, notwithstanding, of funds for adding personnel, I'm sure.

You have money coming in from the conference, from the NCAA, and that's an up-

and-down thing, too, because part of it is tied to how successful you are in the post-season for men's basketball. If you play in the NCAA post-season basketball tournament, the more you advance, the more it helps you as an institution, but also, it helps the entire conference; and the payouts, I think, occur over a period of four years. And there's some predictability there, I guess.

And I'm assuming it's the same with women's basketball, at the NCAA level? While we haven't gotten to the playoffs yet, we did get to the NIT (National Invitation Tournament) this year.

We did, but the reason I hesitate is that the contract the NCAA has with CBS is for men's basketball. The contract for women is with ESPN, and the difference in the size of those contracts is huge. I doubt that that is an equitable payout, but we've never had an opportunity to wonder about it. The NIT wouldn't be offering much anyway, and that's tied, in CBS's case, and ESPN's as well, to the market, to how many are watching those games and how much advertisers are willing to pay the networks to put their name on a game or a tournament. I doubt there's equitability there. I'm almost certain of that.

So we've grown from a budget of six, seven, eight million to a budget of fifteen, sixteen million. The waivers have helped enormously, and we have had a practice of trying to hire women's coaches for women's sports as much as possible, and that has been very successful. Cary has been very focused on that as well, and on giving those sports the full complement of coaches. So you just don't go hire a women's coach for soccer, and say, "Well, it's in your hands. We don't have enough money for you to have the allowable number of assistants." That number is also controlled by NCAA policy. But specifically how those positions are supported, I don't know. Now, at the administrative level they certainly have more people, and I can't tell you from which source those positions are paid.

Do you remember, during your time, creating any particular positions in the Women's Athletics

Department, besides the coaches and administrative people that would have come along with particular new sports?

There was what finally emerged as Angie Taylor's position. I think she was a half-time sports-information person, as they're called, and she worked her way up, finally becoming the senior associate athletic director, I believe. That was probably the most consequential thing, to create that position, which was not exclusively for women's programs, although that clearly was a major part of Angie's job.

I would take at least a bit of credit in encouraging Chris to make Angie's position the next-tier-down-from-him kind of position, maybe with one other of the senior staff in athletics. I don't remember exactly what it was, but Cary has added some people. Some people are added, I think, with private dollars that come from the development arm of the operation. The key development position, is, I believe, paid for half by athletics and half by the university development arm and actually reports to Vice President John Carothers like the college development people do. Then there's an annual fund with a campaign every year, and the young man who works there is a relatively new employee, so that's another staff position.

This may have happened prior to your arrival, but in case it happened on your watch, my understanding is that early on the women didn't have, for example, trainers associated with each sport, or they didn't have access to sports medicine. Did the women get folded into some of those larger existing areas?

Well, it's part of the Title IX requirements, that list of thirteen items, which would include trainers or health care. Then, of course, on the sports medicine part, I think the women student-athletes automatically got absorbed into the agreement with the orthopedic center on campus. I don't know at what cost, if any, to the institution that would have happened. But there was all the other stuff, including the use of trainers, and the weight room, but there were people specifically



Angie Taylor

assigned to help with women's sports in terms of strength coaching.

There is a training staff, and they divide up the sports. So, clearly, women have access to that staff and to the facilities that are available for that staff, which are pretty good. But when they got absorbed into the fold, I don't recall. It's the push from Title IX, because those thirteen requirements are bound to lead to staff increases and other kinds of expenditures on the women's side.

Now, talking about use of facilities again, do you remember any conflicts over space or timing?

I'm sure there were some. I don't have specific recollections, but I think it's likely there were some conflicts between men's and women's basketball. I have this hazy recollection that as the women's basketball team moved into Lawlor there was some tension there in terms of usage of that space, both for practice and for games and who got priority, but I think ultimately that got ironed out, and it was equitable.

Is there anything more that you want to discuss about bringing the women's program up to parity?

I think there needs to be a bow towards certification, which is another story in a way, because that came about in an unexpected fashion, as we discussed. Then once you had it, what were you going to do about it? It's like when Congress passes a law, and then there's an administrative body out there that's in charge of developing the administrative regulations that are going to *implement* that law. So we passed a law on certification that included equity, and it was pretty clear what path was going to be followed with respect to institutional control, academic integrity. Fiscal integrity was a little trickier. But what were you going to do with this equity standard now? What then happened, at first blush, was that the Implementing Committee—and I wasn't on that committee at that time—decided to require a plan, which ain't saying a hell of a lot.

I'm not a great planning advocate, because so much of the effort that you put into that is pretty much for naught, but they had to have something. So the plan was there, and in the early days, when you saw the reports of institutions who received certification with conditions, which was about the worst punishment inflicted on any institution, the condition almost always was, "They don't have an equity plan." So it was a surprise to everybody, and the planning part got very particular, and it caught institutions by surprise, including our own. We volunteered to be in the first round.

We were certified, but we initially got criticized for our planning effort, and stuff had got into it that was a product of people sitting around a table and saying, "Well, this would be a good idea." I mean, they didn't really have time to discuss this to get some participation by the membership on the implementation side.

So we got this criticism, and I wrote a letter to the people at the NCAA, the staff that were in charge, which had been some of the staff that had been working with me when we developed the legislation. I said, "This isn't fair! You need some clearer regulations," and *we* didn't really understand. So there were some changes made at the NCAA level, and as time went on, that planning part really got firmly anchored and

much more specific, and the expectations became better understood by the institutions.

By the second round of certification, we had a larger committee that worked very hard and included a lot of people from the community. The team came to visit us, and we got docked again, which turned out to be a very good thing for us.

I think, initially, to get everybody covered, the requirement was that certification would be done every five years. Now it's every ten years, but it was every five. We did the first round in what would have been 1994-1995, and then the second round in 1999-2000, somewhere in that period. The chair of our visiting committee was pretty hard-nosed about the equity stuff.

By that time, the implementation process was much smoother, and I had spent a couple of years sitting on the relevant committee. But change continued to occur, especially in the equity component. It was another moving target, kind of following the path of the courts on Title IX. The Brown [*Cohen v. Brown*] decision, I suspect, weighed heavily in the discussions of that Certification Committee in terms of putting pressure on the institution. So what you got was an initial letter that told you that you had some time to patch up here or there, so it wasn't yet certification with any conditions. You had maybe a year or a half year to make some changes.

We went back to work and made those changes and, I think, submitted our changed self-study toward the tail end of my administration. It actually went in the following semester, but I was involved with it, anyway. Somebody told me when the work was finally done, John Lilley spent *seven* hours editing it when he was traveling and had some time. It was certainly a joint product, and he should get some significant credit for this. And the NCAA Certification Committee came to view our approach, as I was told, as a model. [laughter] So it was a really good thing for us to have done.

I know our feet were held to the fire then, and we had been doing things right along that we were very proud of with respect to gender equity and Title IX, but you can always do more. And when your feet are held to the fire, you're inspired to do more. So we again were certified without any

conditions, and from that point of view, we were in good shape.

Since we're discussing the NCAA and your service on some of the committees, do you want to maybe start from the beginning of your affiliation with the NCAA and talk about that just a little bit?

Sure. I started with the NCAA, apart from attending most of the annual conventions, in August of 1987, which is when I attended my first NCAA Council meeting. I was appointed to the Council, and it was the major body at that point. The Presidents Commission had come into existence in 1984, but their reach did not extend as far as the Council's did. They didn't have a role in budgeting or personnel or any of those things. They worked on policy, and, for example, they were the spearhead of the initial eligibility legislation, which was a matter of consuming passion for NCAA members for many years.

The Council was still, in terms of how extensively its writ ran, probably a superior body, but there were good relationships between the Council and the commission, and the commission chair always came to the Council meetings. The Council met four times a year. I can only speak for myself, but I believe the president of the association would meet with the Presidents Commission when they had their regular meetings. So the Council would have been, in a sense, the superior body, but that was something that was rapidly changing.

What impressed me about the Council was the number of women who sat on it and in some cases were clearly leadership-type people, as well as the number of female staff at the NCAA who were involved in it. Then in one case—and this wasn't the first time—the vice president for one of the divisions was a female. Anyway, there were women involved, and women's interests—though they weren't by any means exclusively or even predominantly on the minds of the women who sat on the NCAA Council—were clearly recognized. So there was that. There were fewer women, percentage-wise, who sat on the Presidents Commission, at least in those days.

That's my recollection. But there were some, and amongst the senior staff of the NCAA, maybe one or two.

And this would have been just within six years of the women's sports being absorbed into the NCAA?

That's right. We already discussed the division within the AIAW between those who wanted to move forward on a competitive-sports emphasis and those who wanted to keep women's sports lower key, and the women who were on the former side when the legislation was passed in 1981 were a major part of it, and many of them became initial women members of the Council. They were allotted positions and were generally viewed as influential people. And there was a female staffer who was added to the NCAA staff—she may have been there already, but I don't think so—to be the person to take care of the transition of *especially* bringing women's sports into the championship picture, because now there were women's championships.

This was a huge, huge set of changes to the association, and it's amazing that it really went so well. So that kind of rocked along for a while, and then I think I mentioned that when I was asked to chair the Certification Committee in the preparation of the legislation that there were women on that committee who were typically senior associate athletic directors at their institutions or women who were in charge of the women's program segment of the Athletics Department on their campuses. And they should get the credit due them for producing the certification legislation that included a strong standard on equity. That started in 1991; the legislation passed in 1993. Then, of course, in 1991 the NCAA got its first female president, and lord knows, she faced a major challenge. I mean, it was as though the old-boy network rose up and said, "You cannot be serious! A female president of this organization?"

That was Judy Sweet. She was the one who was the vice president for Division III on the NCAA Council when I first got on the Council. She was an athletic director, believe it or not, at the

University of California, San Diego, which was a Division III institution. She is just a terrific person. I'll never forget this, having talked to some of the guys who were very, very concerned about having a female president of the NCAA. At the end of her tenure, I was up on the rostrum to be elected to be the next president following her. (It was automatic, but there had to be an election.) She concluded and gave me the gavel, and then there was this huge line of people that came up on the rostrum to say what a great job she had done. [laughter] It included quite a number of people, some who were honest about having been *very* critical of the idea of her being president in the first place. But she was *so* capable and understanding and tactful and diplomatic. She was absolutely perfect for that transition. Plenty of stuff on her plate. So that transition was just very important for a female president. I mean, that covered more miles of tricky territory than we ever would have covered if she had not been there as that transitional figure and done it the right way.

Has there been a female president since?

No. Judy was 1991-1993. I was 1993-1995. After that there was only one more "volunteer" president from the institutional membership. That was a male, and then that was it. [After that, the NCAA leadership position became a paid one.] So whether looked at from the point of view of paid staff or volunteers from the institutions, she's the only woman who has ever served as president of the NCAA.

Just to add to that bit, when Dick Schulz, who was the executive director—it was the title in those days for the position that is *now* called president—had to resign, we had a committee to find the next executive director, and I chaired that committee, because I was still the NCAA president. I recruited Judy to be a candidate. She didn't want to do it, but I said, "Judy, I can't give you the job, but I think you'd be competitive." And she was, but she didn't get the job. It came down to, I think, three people in the end. Her biggest problem really was not her gender but her Division III institutional standing. Ever since there have been divisions, a

Division I person had been the president, I think, in every case.

So the committee made a decision. It was for Cedric Dempsey, and we had a leak. We didn't wrap up until two in the morning, something like that. I couldn't call Judy that night, but I was going to call her first thing in the morning. Well, the leaker had called *USA Today*, so it appeared in *USA Today* before Judy knew about it. I was just so embarrassed by that. I did call her and apologized profusely. She was so understanding, as she always was with everything.

Ultimately, she became the first senior vice president of the NCAA with a huge portfolio. She *ran* championships. There are eighty-eight championships, and she tried to, bless her soul, go to all of them. [laughter] So she was *always* on airplanes, and finally she probably had had enough. It was just a huge responsibility, but, again, she just has the personality that allowed her to deal with those things. Then she retired a year ago and went back to San Diego.

That's probably a testament to her talent that she got as far as she did, being from a Division III school.

It is. Hers is a singular story in the development of women's athletics, in my opinion, given what she did.

In the meantime, before I became the NCAA president, Dick Schulz had appointed a Gender-Equity Committee. This would have been 1992, I think. I was done with the NCAA then, as far as I was concerned. The guy from Clemson who was going to be the president happened to be employed in a part of his institution that had been involved in a serious violation of NCAA policy, though it wasn't any of his doing. He had to back out, and Judy called me and said, "You have to be the president."

And I said, "No, I don't. I won't." But it happened anyway. You knew if you stayed out of trouble and didn't embarrass yourself or your institution or the NCAA, your election was automatic. So I began to go to meetings again, but now meetings of parts of the organization I hadn't attended before, which included the Executive

Committee. That had another grant of authority entirely, dealing substantively with budget and personnel, so it was important. And there were various other committee meetings, including those of the Committee on Women's Athletics.

I went to the Gender-Equity Committee meeting—a committee that Dick Schulz had appointed—and was astounded that on that committee sat every particular interest you could think of. I said to myself, "How in the hell is this committee going to produce anything? I mean, I don't think they're *capable* of achieving a consensus." But they did. [laughter] And although people would describe it as modest, I thought it was historic. It included a statement that gender equity is achieved when the historically under-represented gender can conclude that its program has reached the same standing as that of the over-represented gender. I'm doing a lousy job of describing it, but I thought that was a key component. And then there were a couple of pieces of legislation, and for the first time, a recommendation to put a gender-equity *principle* into the NCAA charter. That was a big step.

So did that happen at about the same time that gender equity considerations went into the accreditation document?

It was a year later. It was the 1994 convention where it passed. This applied to all the institutions. The way things worked is that you discussed and then voted on each proposal as it came along, so this one got discussed and voted on. It was not contentious, and then half an hour later the results came to the chair, which was me as NCAA president. I announced to the delegates that this was just a whole lot closer than I ever expected it to be for the acceptance and approval of the report—875 for, 1 opposed. [laughter]

Chris Exline was our faculty rep, and it was typically the faculty reps who cast the vote for the institution. He said that people around him were immediately wondering if they had pressed the wrong button, because you could press "yes" or press "no." He said he was sweating, himself, because I was now the president, and he said, "Oh

my God, what if I pressed the wrong button?” Well, he didn’t. It was St. Mary’s that was the one vote against. So that was a significant step forward.

By then, from the point of view of staffing and membership on the relevant committees and councils and so on, the association had advanced tremendously. There’s still work to do.

I worked with two different chairs of the Presidents Commission when I was president. I worked with a male chair and then a female one. She was the president of the University of Colorado, chair of the Presidents Commission, and we did a *lot* of business together. Her name is Judith Albino. We became good friends, and I invited her to come out when the faculty did this *festschrift* for me when I retired. By that time she was in California. She came and spoke on that occasion.

In the meantime, about twenty-eight years ago there was established what is now called the Collegiate Women’s Sports Award, sponsored by American Honda. (It had a different name earlier on.) Initially, it would meet and have its annual dinner, awarding Outstanding Female Athlete of the Year honors in about a dozen sports. Then there was the Honda-Broderick Cup, which went to *the* outstanding female athlete, always a Division I athlete, and then an award for the outstanding Division II and Division III female athletes.

That dinner was held in conjunction with the NCAA convention, but the NCAA would not allow it to be held in the convention hotel. It was a strange situation. I began to go to those dinners and got to know a lot of the women and men who served on that committee and was eventually asked to serve on it myself, and we did manage to get that dinner—a wonderful, wonderful affair—on the convention premises. So it became not exactly a component of the NCAA, but certainly an influential organization, and it still is. I’m still a member of the board, by the way.

It is now called the Collegiate Women’s Sports Award, CWSA, sponsored by American Honda, and they don’t do the dinner anymore. They do an event in New York City every June. Their individual outstanding athlete awards are done on

the campuses, according to however the campuses want to do them, but typically there is a big dinner.

So that became an organization of consequence with respect to the NCAA. There was a policy role there for the organization, but, for example, the woman who would have been Judy Sweet’s predecessor was a member of that group, and there’s *always* an NCAA member on that committee.

What else happened as we moved along? Well, the creation of Judy Sweet’s position as a *senior* associate in the NCAA power structure. Now if you look at the way the NCAA is staffed, you see a lot of women in key positions, kind of similar to what you see on the campus levels these days.

Most of the history of the advancement of women and women’s programs in the association occurred during my time, hanging around the NCAA, beginning in 1987. I don’t take any credit for it. It just happened to be going on while I was there.

Could you talk a little bit about how you first got involved with the NCAA?

It began with the commissioner of the conference of which we were then a member, the Big Sky—a guy named Ron Stephenson, a good guy, a good commissioner. He wanted to get the conference closer to the governance process in the NCAA and apart from the annual convention when the big policy decisions got made. The NCAA Council was *the* body between conventions and had been virtually from day one. The Presidents Commission had come along by then, and it was getting stronger, but in terms of the key issues—budget, personnel, proposed legislation, and that sort of thing—the Council was still in charge. Actually, that’s not quite true. The Executive Committee was also very important, but the president of the association chaired the Council and chaired the Executive Committee. So the Council really was the scene of most of the action.

Ron wanted to get, as a good commissioner would, the Big Sky Conference more involved. I think I had just come off a year as chair of the

conference. That was a rotating thing—everybody got a chance to do it; each president did a year. There were some difficult issues that year, so he talked me into becoming a member of the Council.

At that time, the Council consisted of forty-four people, and as a result of increased presidential interest in the affairs of the NCAA, six of those seats had been allotted for presidents, and maybe all of the Division I presidents were I-AA. Then there was a place for someone from Division II, and Division III. I don't remember the exact allotment, but I do remember the number six. So that was arranged. I guess it was the Big Sky's turn, and I went reluctantly because I didn't need more to do, although I was interested in athletics and always had been.

I went to Mobile in August of 1987, my first meeting as a member of the Council. It was an interesting period because there was a changing of the guard that year. Walter Byers was on his way out. I don't remember whether he appeared at the October meeting that year, but he was at the August meeting, and I met him for the first time. He was a very quiet man—in that setting anyway—and he stayed in the background. He always believed that the NCAA was a service organization, and the service was to the members, and the members were in charge. So you wouldn't see his name all over a key decision, but it's the conventional wisdom, and I think accurately so, that on the big issues Walter had a way of making his presence felt in the decision-making process. I think there's no doubt about that. He was the man in charge.

What was his official position at that time?

Executive director, and that's the CEO. The officers, then, were all from the membership and were there for a term or two. The Council met four times a year, but technically, five, because it met twice at convention time, once before and once just after the convention. After the convention was a pretty short meeting. Then there were special meetings, and if you were an officer, there were lots of other meetings, but I was simply a Council

member at that point, trying to learn the ropes, and so observing and keeping my own counsel until I saw what was going on there, and then looking for ways in which I could participate. So the first year for me was just seeing the lay of the land, as they say.

Were you automatically put on committees when you got on the Council?

I wouldn't say it was automatic, but it was almost certain that you'd be on one committee or another, and I served on a million of them. I can't remember them all, and I don't recall whether the first one came along right away, or exactly how that went. There were ad hoc committees and standing committees. If you were a Council member on a committee, frequently it was as a liaison from the Council to the committee, so you were kind of ex officio—that's probably not the accurate term, but effectively, that's what you were.

It was a four-year term, but I came on in the middle of somebody's term, so I actually served for four and half years. The term starts in January, and I came in August. The guy who had been on the Council as the Division I president retired, so I was filling his spot.

What do you remember when you first got there and were trying to get settled in? What were the big issues at the time?

The Council was preoccupied, appropriately so, with a lot of technical athletic matters which presidents typically are not interested in spending the time on. So there was an *awful* lot of that—nuts and bolts kinds of things and policy decisions about the number of colors in a recruiting brochure and arguments over whether the allowed dimensions of a logo would be two and a half square inches or two and a half inches square. I mean, there is a difference. [laughter] But the argument went on.

A lot of the issues, then, had to do with interpretations of the rules, and some had to do with appeals from the Infractions Committee. The Infractions Committee was an entity almost

separate from the rest of the association, and it needed to be because of the pressures that could come to bear on that committee. It's the one that heard the cases, decided on the penalties, and so on, but there was an avenue of appeal. This arrangement had changed a lot over the years, but when I was on the Council, an institution could appeal to that body a decision by the Infractions Committee.

So these would be things like recruiting or scholarship or gift infractions?

Yes, where rules had been violated, and an institution wanted to appeal. At that time, the appeal would be heard by the divisional Steering Committee component of the Council. There were three divisions, and a significant portion of the time that you were on hand for the meeting was devoted to division business. I think that there were not many appeals for Division II and III, especially III—those institutions just were well-behaved—but probably something close to every meeting there would be an appeal, or maybe two, for Division I, and so the folks from the appellant institution would appear to argue their case.

I recall one instance where UNLV was appealing a penalty of some sort, and Bob Maxson, my colleague who was president there, came to the Steering Committee meeting, and, I'm sure, the athletic director. I don't remember what penalty that was, nor do I recall how it went. I think I got to listen, and I was allowed to participate, but I was not allowed to vote, which was appropriate. So there was a good bit of time devoted to that sort of thing.

What else? Discussions of what the Presidents Commission was up to. The chair of the Presidents Commission came to virtually every Council meeting to report—and the president of the association, who would be the chair of the Council, would do the same for the Presidents Commission—what's happening on the Council. It was a very collaborative arrangement, and there was an understanding that the presidents were the bosses, even though they didn't have all the

power that bosses would usually have, and which the presidents eventually got.

It seems like there was a division of labor between the NCAA Council and the Presidents Commission.

Yes, and it would be on the key issues. The initiation of most of the key issues, the controversial issues that would have to be voted on at the annual convention, was from the Presidents Commission when they were in a reformed-minded mood. They had been around since 1984, and they had come out of a bad beginning and now were feeling increasingly powerful. The big issue was academic eligibility, Prop 48. They argued about that for virtually all the years that I was involved. So the Council, I think, left to its own devices, would never have initiated that, but the presidents did, and they won the big battles.

Do you want to describe just briefly what Prop 48 was in a nutshell?

It was understood by some, because of its complexity, or maybe it was just wise politically to take this position, to be an interference with campus decision making in the area of admissions, but it wasn't. You could still get admitted, but if you didn't meet the standards of Prop 48, and later Prop 16, which ratcheted up the standards a bit, you could not compete. You weren't eligible to compete. There were at every convention efforts to loosen the screws a bit. To put it most simply, it was a set of relationships between grade point average and a standardized test score, so the higher the grade point average, the lower the standardized test score could be. It was a series of relationships. The higher in one area you were, then the lower in the other area you'd have to be. Complicated stuff. But the problem was—and it was not good science—that there was a cut score, and the cut score was at the standardized test level. I always forget which is SAT and which is ACT, but I think an SAT score of 600 was the cut score, and people said you can get by signing your name. So you might have a 4.0 or a 5.0 in high school, but if you had less

than a 600 SAT, you were not eligible to compete as a freshman.

Yes, because the total possible on the SAT at that time would have been 1600, although they've changed it since then.

Yes, they have. In the middle of all this, the SAT, and hence, in effect, the ACT, changed the way they did these calculations. The argument was that the best predictor of college success was a combined examination of standardized test and grade point average. I don't know whether that's still true, but you can make a convincing case. You couldn't make a convincing case that the lowest SAT that was allowable was not the lowest SAT you could *get*, and that was always the argument, plus the argument that you were interfering with campus admissions, but you weren't. In effect, you could say that happened, and frequently it did. If you weren't eligible under Prop 48, you usually didn't go, because you weren't able to get athletic aid.

There were lots of debates. What about getting academic financial assistance? A passionately-argued, proposed amendment was to allow student-athletes who were not eligible first year, if they graduated notwithstanding in four years, to get the fourth year definitely, and that was debated—and I mean passionately debated—often over the years. I think finally towards the end that did pass, but it was *years* in the making, and it was a classic division of the races. The people who opposed it tended to be—though not exclusively—from the historically black institutions, and they opposed it adamantly and took it as a species of racial discrimination.

One of the arguments was, "Well, finally, black athletes are playing the game, playing football in increasing numbers, playing basketball in significant numbers, and so there are too many of us," a president of an historically black institution would argue, "so now you're going to cut down on the number."

Well, that didn't have anything to do with it. The presidents were attempting to find a way to send a message that the way student-athletes were

used and often abused in big-time intercollegiate athletics, leading to scandals all over the place: if you had a really good athlete, you didn't care that you were recruiting a marginal student; you didn't care about whether that student went to class; you didn't care whether you got him a real job. That was what concerned the presidents, and it was an issue that had been around for decades.

Or issues like literacy in some cases.

Yes, or, "Can you sign your name? Can you read?" It was a bad period. It's how the Presidents Commission itself got started, coming out of the late 1970s, early 1980s when scandal littered the intercollegiate athletic landscape. This was how Prop 48 became the vehicle of reform.

The second thing that it did was—though this argument was, I think, not alluded to often enough—to at least symbolically suggest that there was and had to be a relationship between the academic side and the athletic side, which was a founding principle of the NCAA and had been there all along.

The phrase "student-athlete."

"Student-athlete," that's what it means. So Prop 48 was an effort—whether or not it was intended to be, it turned out to be—to try to make that marriage work, because the partners had been living apart for most of the previous three-quarters of a century, and that part was important. That part was very important, and the Presidents Commission worked on this partnership—it was their *top* issue, convention after convention after convention, as people inevitably found ways of taking shots at the Prop 48 expression of the partnership, suggesting this amendment or that amendment, or what about just going back to a 2.0? So the Presidents Commission would corral the troops and bring in the necessary votes. You'd see a lot of precedents set at NCAA conventions in that period of probably a dozen or so years.

Starting around 1984 or earlier than that?

Yes, I would say 1984, when the commission came into business. There had been a huge argument that had come from ACE, which first was a major force in getting Prop 48 passed and then took on the NCAA governing structure and proposed a change in that structure, which put the presidents squarely in charge of absolutely everything. Ultimately, that's what happened, and then by 1997, the presidents had the power. But in the early 1980s the ACE effort was too much too soon. You can read Walter Byers's correspondence and his opposition to this "take-over," as it was called, of the NCAA by these power-mad presidents. ACE, bless the group, was wading in without an adequate understanding of how difficult the process was going to be—a significant number of people leading the charge who had not been involved in athletics. Derek Bok was the chair. Nice man, but he hadn't a clue with regard to the NCAA's workings. He was at Harvard, and they don't have athletic scholarships there, so he had not had to worry about all this stuff. There were presidents who were active in the NCAA who were also active in ACE, and they came on to find a vehicle for a declaration of peace. And though the ACE issue came before the body, it didn't pass.

Was that the late 1980s?

No, it was 1984.

That was at the beginning of all this again.

Yes, and the 1983 convention was Prop 48, success by ACE and the presidents, and 1984 was the effort to take over. There was a second proposal, which was the creation of the Presidents Commission, where there were limitations on the authority of that commission, and that's the one that passed. So it was 1984 when the Presidents Commission went into business, kind of a tough start, but within a couple years, that body was in charge of the reform agenda. That's when we began to have these hairy arguments at every convention. There was an Academic Standards Committee of the NCAA, which reported to the NCAA

Council and was objective. It wasn't owned by the Council, and it was comprised of people who were statisticians with a contractual arrangement with some researchers from University of Virginia, University of Michigan, and so on, who were an ad hoc standing committee. I mean, they were there forever, and they did the science, and they came back more than once to say, "This cut score is not good science," but it was good politics from the presidents' point of view. [laughter]

So there were a lot of people, presidents—myself included—who were skittish about this, because I could see the problem. I could see, certainly, the discriminatory impact, although the argument was, "Let's wait until we have the facts on the ground," that is, until we've gone through a series of applications of Prop 48, then later on Prop 16, "to see what the impact is, so we can study this thing." I mean, you can look at it, and you can do pretty solid projections, which turned out to be very accurate projections, of a discriminatory impact.

You can also project that the graduation rate among African-American student-athletes will increase, and that's true, too. It *did* increase, but the bottom dropped out for kids who were coming to school previously and playing the game for four years, and now many schools, including ours, said, "We won't recruit Prop 48s." Others depended on Prop 48 students to a significant degree, and they got good athletes out of the deal, so that was a significant component of the Presidents Commission effort to put itself increasingly in charge, and it was the foundation of the reform movement that came along in the 1980s. (It was legal to recruit Prop 48 student-athletes, but they could not receive scholarships as freshmen.)

While you were on the Council, were there any other reasonably big issues that came along, or was most of the focus on Prop 48?

Well, gender equity clearly was coming forward as a substantial issue for the association. It was a very difficult one and had been from the start. In the 1970s, three or four years

along the road after Title IX was enacted, the NCAA got very involved in opposition to the policy interpretations of the time, but again, it was something that came and went with the administration in charge in Washington. Then, there was that period of around three or four years when the Grove decision was in effect that Title IX did not apply to athletics, because there was no federal money that went to athletics. That had to be corrected legislatively, and it was, but for that period, the law of the land athletically was not Title IX. So there was a respite, but then it was probably in the late 1980s, maybe right around the time that I got on the Council, that the Congress enacted legislation that specifically included intercollegiate athletics under Title IX.

Now, with that legislation, we could start to argue again about what to do. This was a transition period between that adamant opposition in the late 1970s and early 1980s (from the NCAA to Title IX), sometimes joined by the national higher-ed organizations, the so-called presidential organizations, ACE and NASULGC and so on, and often a subject at meetings of those bodies. I don't think it would be appropriate to say that there was a sustained partnership between the NCAA and these other organizations on Title IX, but they had a mutual interest in it, and so there were conversations.

Is there a time or an event you can point to as far as when that flipped from opposition to Title IX to a recognition of getting behind this?

I think it was an evolution that went from opposition to transition, more understanding. The presidents were bound to be more sympathetic than the members of the Council, the athletic directors, and even faculty reps, but especially athletic directors, because it's their purse that's involved, "Where are we going to find the money for all this?" But the presidents were conflicted, as well. I was a conflicted person. I mean, "Where is the money going to come from?"

Yes, there is that practical issue.

It is a very hard practical issue. If there was a final turning point, from a practical point of view, I think at least one of the milestones was the Brown decision, because that was from the point of view of those who fought Title IX hard over all those years. That was the nail in the coffin, and there were other judicial decisions that accumulated, but Brown was a big one.

That was 1992?

Something like that, early 1990s. Brown had a tremendous program for women. They made the mistake of canceling a couple of women's sports and a couple of men's sports, but it still left them with many programs for men and a lot for women. It was the women who had competed in one of those sports who brought the case, and that was a subject on the agenda of probably every national educational body, certainly of the NCAA. If you look at the historical record—I believe this is accurate—entities like ACE joined in court as *amicus curiae* in support of Brown University's fighting that lower court decision. There were actually a couple of decisions, and it is the final one that I believe went to the Supreme Court.

So, a judgment was pronounced, and meantime, there was, I would say, growing understanding. Women's sports were growing—as was the presence of women in positions of consequence in the NCAA. Judith Sweet became president in 1991. Now, sure, she had to walk a difficult path through the mine field as a woman while all that was happening, but she handled everything beautifully. She was so talented. She was so wise politically about how to deal with these things, and, again, symbolically, having a female president of the NCAA—that spoke volumes.

Then we had the inclusion of gender equity in the certification standards, so that early 1990 period just cemented everybody into a position. The Gender-Equity Committee, I think I talked about earlier, had been appointed by Dick Schultz, but that was attempting to make its recommendations during the period I was the NCAA president, so I sat in on a lot

of those meetings. Again, it was a committee that encompassed the spectrum of opinion on Title IX, but somehow they came out of it, so those recommendations passed in 1994, I think, certification in 1993, Brown in 1992, and Judith Sweet in 1991. It was a kind of harmonic convergence, and everything that rises must converge. Wasn't that the title of a great novel?

The NCAA is an organization that is relentlessly criticized for not being willing to make change, but that's a flawed criticism, because the association made changes all over the landscape. If you took maybe 1976, 1977, that period, down to the early 1990s—a period of fifteen years, it went from adamant opposition to very strong support. Dick Schultz spoke positively. Ced Dempsey was very strong. Miles Brand is absolutely emphatic, and the organization is extremely dug in on its strong support for Title IX. So, that wasn't easy, and that was a big jump. Then I think that's the way it evolved.

So you were on the Council for four and a half years. Were you involved at all between then and when you became president?

Yes, my last year on the Council I was also on the Presidents Commission. Don't ask me how that happened—can't remember—but I was. It was crazy. I was doing both. I don't know why I did that.

I was off the Council in 1992 and off the Presidents Commission in 1992, because I was a member of the Presidents Commission representing I-AA. We went to I-A that year, so my service ended to both bodies, I think, in January of 1992, and what remained for me was chairing the Committee on Certification, which kept me plenty busy.

From what you said before, it sounds like that would have been enough in and of itself.

Right, so really, the service has never stopped. I've virtually always been involved in a committee or some damn thing. So 1987-1992, Council; 1991-1992, Presidents Commission; 1992-1993,

chairing Certification Committee and attendant duties that went with that. The interest of the Knight Commission in certification was part of the "holy trinity of proposals for reform," as they came to be called, in honor of Father Hesburgh, who was co-chair. So the 1991-1993 period was fairly time-consuming, but I envisioned it as my last hurrah, as one might say. It had been a lot of fun, but there were plenty of other things to do, and I didn't need to do this anymore. Little did I know.

Just when you thought it was safe to go back in the water. [laughter]

That's right, and the sharks were there.

You talked about how you ended up with the presidency the last time we spoke, and you talked about what was going on with issues of gender equity during your presidency. Prop 16 was still swirling.

It was Prop 16 by then, and it was swirling in a big way. A congresswoman from Illinois named Cardiss Collins, an African-American woman, got very involved. She was all over the issue of Prop 16. There were supporting groups of scientists who did their own studies and sided with Ms. Collins, and then two things happened—another rising in convergence of a sort. [laughter]

The guy who chaired the committee (the association's Data Analysis Working Group) that did the research on Prop 48 and Prop 16 for the NCAA's Academic Standards Committee, was a professor of psychology, but it was the statistical side of the discipline. He considered himself a scientist—a really fine guy, had been a graduate student under a prolific psychologist named Raymond Cattell, who had written more than five hundred scientific articles, a whole bunch of books, and had become enamored of the idea of the power of genetics to create better people. He had various enterprises. I think one of his books on the subject, which I read perforce, and maybe five of the articles were on the subject. He started a foundation, and this guy, John McArdle, the head of the research effort for the NCAA, was a

member of that foundation's board. The theory, which I think Cattell would have labeled it, was called "Beyondism," and a graduate student at Virginia, who was a student of the guy who was heading up the research effort for the NCAA, got angry with his professor and took a bunch of stuff to people interested in Prop 48 and Prop 16, who opposed it all, and boom—that just exploded.

And that was all during your time?

Absolutely. It just exploded. Congresswoman Collins was on the case immediately, and there's a rich volume of correspondence involving her letters to me and mine to her. Basically, my position and the NCAA's position was, "Well, we want to know, are these charges true?" So we looked into them extensively and collected all of the evidence that anybody, including the graduate student, involved would provide us. There was nothing there, but the symbolism was potent. I recall in the midst of all that, having by that time come to know a lot of the presidents of the historically black colleges, who also got all over this issue instantly, that I had an obligation to try to cool the passions.

So, I went to a football game in Atlanta. It was a bowl game, which exists no more, but in those days it was called the Heritage Bowl. There are two conferences at the Division I level—they're both I-AA—that are comprised exclusively of historically black institutions. One is the SWAC, the Southwestern Athletic Conference, and the other is the MEAC, the Mid-Eastern Athletic Conference, and the champions of those two conferences would play every year in this bowl game, the Heritage Bowl in Atlanta.

I decided that it was imperative that I go to this bowl game and see these guys. The previous year, which had been my first year, when gender equity was in the air, I decided that it would be important for me to go to the women's Final Four. So I told the executive director, Dick Schultz, that I wanted to do this, and I'd like to have the NCAA plane to fly me from New Orleans to the women's championship game in Atlanta. He decided he ought to go, as well.

He and I went with the then, and still, commissioner of the Big Ten Conference, and we appeared on a panel with—this is all parenthetical—the women delegates or attendees at the women's Final Four, who also did business while we were there, and that was symbolic, as well. It wasn't a time of weeping, wailing, and gnashing, but it was symbolically important. On the other hand, this second visit to Atlanta (for the football game), well, it was in the context of weeping, wailing, gnashing, and a *lot* of passion.

So I met with the black presidents there, and we had a hell of a go-round. It wasn't a win-lose situation from my point of view. It was, "Can we talk?"

Again, I thought it would be symbolic that the president of the NCAA took the time to go to that bowl game and meet with the presidents, and they were pleased. It wasn't me, but they were pleased to have the president of the association there. So they treated me very well. They put me down on the field with the mayor of Atlanta to say howdy to the crowd that had gathered for the ball game and so on. It didn't stop the arguments, but I believe it eased the pain a bit. So that was one thing.

The second thing that happened immediately thereafter was the NCAA convention in 1994. I think the Heritage Bowl was December of 1993. At the convention in 1994 the black basketball coaches who had been especially upset with Prop 48 and Prop 16, and so on, chose as their issue at the convention—it was strange—a proposal to add back a scholarship for men's basketball. There had been a convention a couple years before at which allowable scholarships for sports were cut back. Women's basketball was not cut back. It continued to have fifteen. Men's basketball was cut back to thirteen. And that's a weeper and a wailer, and basketball coaches are very powerful. So they rose up in support of this proposal to go from thirteen to fourteen, and that became a very big issue at that 1994 convention, and it got beat. It lost, and the coaches were clear that they were making this proposal.

Well, we all knew that it was on the agenda, and the threat of boycott of the men's Final Four had also been made publicly. So before that—and

this would have also been in December—I went to Washington with Ced Dempsey, who would become the NCAA executive director in January at the convention, and the guy who was the president of the University of New Orleans, who was then the chair of the Presidents Commission. We went to Washington to visit with the coaches who were leading the opposition. It was the Black Coaches Association leadership.

Is this all the historically black colleges?

No, these were not at the historically black colleges. I mean, the historically black colleges did not get much involved with the basketball issue, but, again, there is this convergence. There's Beyondism, there's Prop 16, and now there's this effort to add back a player and the claim that this was going to deprive hundreds of black kids from getting that fourteenth scholarship, which was not a valid argument. Almost certainly, the fourteenth player in most cases was going to be white, not black, because at that level, the big-time men's basketball level, most of every starting five was comprised of African-American student-athletes.

So we went and met with John Thompson of Georgetown and George Raveling of Southern Cal. I don't remember if John Cheney, the coach at Temple, was involved in that meeting. Rudy Washington, who was the head—I think his position was called executive director or president—of the Black Coaches Association, and we had a notably unsuccessful meeting with that group. We flew—I remember it—all night, got to a hotel at about four in the morning. I shared a room with Ced, and I probably slept for an hour and a half or something like that. [laughter] We went into that meeting with no sleep, and we didn't make our best case, so no progress was made. Then comes the convention, the passionate—again, *passionate*—arguments set forth by those who wanted to go from thirteen to fourteen, but there was a subtext, and the subtext was Prop 48, Prop 16, clearly.

This would have been December of 1993, the end of my first year as the president. Within a day of the loss of that vote, the leadership—same cast

of coaches, but with John Cheney no—involved from Temple—announced something like serious consideration being given to the possibility of a boycott. They needed to know what kind of support they would have out there. This became a huge issue—just like that, and it was a huge issue within the association as to what to do.

There were those—and a pretty sizeable group this was—who said, “Well, OK, they want a boycott. Let's go toe to toe,” because at our institution if the coach has a team that's eligible for the post-season tournament and the Final Four, and he decides they're not going to go, then the coach is going to go somewhere else. So that was in play, as well, and that may have been almost the predominant feeling by Division I athletics directors. We didn't take a vote or anything, but judging from my mail and phones calls and reading the papers, if it wasn't a majority, it was a very strong contingent of athletic directors that felt that way.

Presidents were caught in a terrible bind here. They weren't quite sure what to do, but they certainly opposed the idea of a boycott. I suspect, if we hadn't had success in finally getting peace declared, that either the boycott would have failed because of coaches being fearful of getting fired, or else the boycott would have gone forward, and all hell would have broken loose. I mean, that's gazillions of dollars that were involved there. Either way, it would mean hard times for the association.

And certainly with the coaches who were that heavily involved during that era. I mean, like John Thompson.

Well, these were the big guys. Again, Congresswoman Collins was right there, and the Black Caucus in Congress played an interesting role. Clearly, they would have been on the side of the coaches, but there was a communication with the head of the Black Caucus in the Congress, Kweisi Mfume, who subsequently became head of the NAACP. He called the President of the United States, Bill Clinton. Clinton said, “We will turn over the

federal mediation service to you, if you can get the parties together.”

There was opposition within the NCAA to doing that, “What are you mediating here? We have the position of right in this business!” That was the argument against.

But I’m the boss of the NCAA. Ced believes in mediation. He’s in office for about four days when this whole thing breaks out, and he wants mediation. I mean, can you imagine? He’s head of the NCAA. It’s the pinnacle of his career. He’s had a great career as a player, a coach, an athletic director. He’s a fine individual, and he’s there, and now the source of 80 percent of the NCAA’s annual revenue is going to *disappear* if this boycott works, if there is no Final Four.

Was it just the Final Four, or was it the playoffs entirely?

It was the whole thing. No, they wouldn’t have participated at all, but the focus was the Final Four.

Right, which it always is.

Absolutely. There was a new chair of the Presidents Commission by this time. They did their terms differently; they just did a year, I think. So the guy who went with Ced and me to Washington was in his last month as the chair, and then Judith Albino—I think I mentioned her—who was the president of the University of Colorado, was the new chair. She was supportive of mediation. So, the three people who counted the most wanted to mediate, and the coaches were agreeable. Clearly, they were getting urged to do that from the Congressional Black Caucus, which was very friendly towards their interests.

I think our first meeting was telephonic, and it went poorly. Then we had a meeting in Chicago, and it was the kind of meeting where one would come out of it and say, “We had a useful discussion.” [laughter] I mean, peace was not declared, but we talked. George Raveling had become ill by then. He was a guy I knew a little bit, because he was the coach at Iowa, my alma mater, at one time. By that time he was at USC and

a really good guy. It was John Thompson, John Cheney, Rudy Washington, and the head coach at the University of Arkansas, Nolan Richardson, who was at that point a very successful coach. He’s subsequently been fired. He was there a long time. He didn’t add much to the meeting, except a lot of criticism, and we had gone through that phase.

Yes, had been there and done that already.

Yes. So, now we’ve got to say, “All right, what can we do?” I mean, we have now been commissioned, as it were, by the President of the United States to find a solution here.

Do you think that’s the reason that now the University of Arkansas head coach happened to show up?

I think that’s a possibility. I do remember when Arkansas played in the Final Four. That was in Charlotte in 1994—that same year Bill Clinton came to the Final Four, but that’s another story. Rudy was the head of the BCA, and that’s what his function was there, but he wasn’t leading the charge. Thompson and Cheney were the key figures. Cheney brought enormous passion and empathy for the kids who played for him, who tended to be much like he had been, you know, off the streets, and he saw intercollegiate athletics as a way up and out for kids like he had been. I liked him a lot. Other people didn’t, but I liked that passion, and Thompson was in charge.

We did a lot of backing and forth and backing and forth. We were getting closer, and our next-to-last meeting was looking like we were going to make a lot of progress, but I learned the day before the meeting that a group of athletic directors had gone public with a very strong statement to the effect that if there’s a boycott, we’re going to see a lot of coaches get fired. It was a way of opposing any loss of face by the association. It was a way of saying this mediation stuff is terrible. There’s no reason to mediate. It was the opposition speaking up, and the coaches hadn’t seen it. I don’t think it had made the papers yet. We had an agenda, but I felt like they needed to know that I was also the bearer of bad tidings.

John Thompson said, “Let’s leave that till last,” and that was a very wise thing. He was wiser than I, which isn’t shocking news, but it’s a good thing we did, because we made a lot of progress that day, and then came to the end, and I gave them my news. They were upset, as they ought to have been, and it was an opportunity for Coach Richardson to, again, take after us. And Cheney wasn’t happy, and Thompson and Rudy and so on.

But that was independently generated.

It was, but I was fearful we were going to lose it, and we might have if Thompson hadn’t prevailed and said let’s wait till we get to the end.

I forgot to interject that one thing that had happened along the way as these discussions went forward was that the BCA hired two young women lawyers—one was at one of the Chicago schools, and the other was at the University of Wisconsin—who were very good, and they really kept the debate focused on the right issues on that side of the table and contributed substantially to what ultimately was a solution.

So, we went from there very shortly to a final meeting at which we had assembled the results of the previous meeting as to what we would agree upon. I don’t recall that we gave any ground on the fourteenth student-athlete for men’s basketball.

Well, the focus was pretty much upon enhanced participation within the NCAA and a further examination of the issues, by that time, of Prop 16 and a dozen, thirteen, fourteen different areas of agreement. We also agreed to keep the group informed on our progress on these issues and promised to meet again if necessary.

You remember Neville Chamberlain’s *Peace in Our Time*? But that’s not the right model. We did have a piece of paper, and it was peace in our time, but it wasn’t a giving up of ground. It was a reasonable set of proposals for the association to act on.

Ced had, of course, participated in all of the discussions, and I think it gave him a sense of priority that he may not have had before that about the role of minorities in the association. He became a very strong proponent, and it

would have been a natural development anyway for him, because that would have spoken to his gut feelings, but to go through that, a situation in which probably *he* had the most to lose, because he’s the guy who’s in charge, is getting paid. You know, I’m just a guy who’s going home in another year, and I may have to wear a badge of shame for a while, but it’s not going to ruin my life.

Whereas, he’s the hired gun.

He’s the gun, with ammunition running low there for awhile. Yes.

Or not the hired gun. That gives the wrong impression.

Right. And we had on our side of the table, by the way, in addition to Judith and Ced and me, a guy named Charlie Whitcomb, who was the faculty athletic representative from San Jose State and became one of my closest friends. He was on the Council when I got on the Council, and so we were pals. Still are. He represented, as the chair of the Minority Opportunities and Interests Committee, a significant committee, that he had been an instigator of and the first chair, and for a long time only chair, and they had done some great work. Charlie was an African American, and so was our secretary, Stan Wilcox. He’s an associate commissioner of one of the major conferences. So we had that group of five people as participants. The coaches sat on that side of the table. We sat on this side of the table.

None of this round table intermixing.

Down here in the corner is the federal mediator tending to business, keeping us on track, because he also had a lot to lose, and he was a black guy—a very nice man. But it was important for him to be able to declare victory for the federal mediation service, particularly since Bill Clinton had been the one who had sponsored the participation of that service and the mediation. So, we got by on the skin of our teeth. I think that got solved in maybe late February or

early March, and we were getting very close to the playoffs by that time.

Then there was the issue of what came to be known as the restricted-earnings coach legislation. Again, men's basketball was the key sport here, though other sports were involved. There had been earlier efforts to curtail the growth of expenditures in intercollegiate athletics, and serious efforts, but mostly they didn't come to much in the end. There had been an earlier effort to restrict the number of coaches in men's basketball. I don't remember the particulars now—that effort preceded me—but what was clear is that institutions and coaches had found a way around it. They spent hours and hours trying to figure out how to get around legislation that was not in concert with what they saw as their best interests.

What can you call someone besides a coach?
[laughter] *You come up with a different term for them.*

Yes, that's right. The idea had been that there should be an entry level position for young people, who were probably student-athletes just getting out of college, that test the waters to see if coaching appealed to them, and it wasn't being observed.

The NCAA formed a committee, and this happened while I was on the Council. Then the committee reported frequently to the Council and worked with the presidents, who were very strongly interested in the work of this committee, to develop a new way that was more airtight than the old way to hold institutional feet to the fire and provide a solid entry-level position for young people who might want to be coaches.

Now, this crossed over into other sports, but the focus was men's basketball, and that's where the greatest anguish was articulated from. The idea was to put a limit on how much money a restricted-earnings coach could make, and initially that limit was \$12,000. Eventually, it went up to \$16,000, something like that.

So, institutions and coaches went right to work to see how they could, in effect, ignore that, and they were ingenious about it, because *they* wanted the head coach and three assistant

coaches plus the undergraduate and graduate assistants and all the others. But they wanted four full-time, *experienced* head coaches, and they were just terribly upset that they only had three plus the one. Poor babies. So they just raised bloody hell about the restricted-earnings coach idea and tried to get it changed, and, as well, found ways around it. Then the presidents would come back and tighten that up, and then they'd find *another* way around it. But one way was, you have your, say, number one assistant, who's making \$100,000—it'd be a lot more than that now, by the way, but this was early 1990s—so put him in the restricted-coach position and pay him the \$16,000, and then next year give him \$116,000 or \$216,000 or whatever. So there was no punishment for him, except that he, theoretically, was the restricted-earnings coach for a year, but, in fact, he was still the number-one assistant. He was just getting paid that way. Or find some nice source of income for the coach's spouse, who, in some cases, was now getting handsomely paid, and all kinds of other things. I mean, people are just ingenious in beating the rules.

The presidents got increasingly incensed about this. That argument was going on during my first year as the president. It was during the Final Four in New Orleans—the chair of the Presidents Council, the same guy that went to Washington with Ced Dempsey and me, went with me to meet with the leadership of the National Associations of Basketball Coaches (NABC), whose executive director, by the way, was a good friend and a good guy named Jim Haney, whom I'd known for years. They were now looking for a way to find a compromise here, so this other fellow, Greg O'Brien, the president of the University of New Orleans and chair of the Presidents Commission, and I met with them. We came out of that meeting in the hotel where the NABC was holding its meeting with a proposal for a compromise, which we agreed that we would take to the Presidents Commission, which was meeting in another hotel in town.

We went to that other hotel and took this proposal to the Presidents Commission, and they said, "Absolutely not." And you couldn't blame

them, because by that time they were so upset with the devious ways that the big-time coaches were finding of ignoring this legislation and constantly complaining about what a horrible, horribly unfair piece of legislation this was.

I called Haney and said, "I'm sorry, but it wouldn't fly over here." So, what was left was for the coaches to go to court, and they did, and they won. By the time they went to court, it was a class action, so all of the coaches in all of the sports who had been restricted-earnings coaches were part of the class. That ended up being 1,631. They took us to court in a Kansas federal district. The NCAA was then located in Kansas, and the judge was a woman, who apparently was a basketball fan. Now, I didn't see this, but I was told by reliable sources that in her judicial offices was a large photograph or portrait of Roy Williams, who was then the head coach of the University of Kansas, a very famous and excellent head coach. She would not give the NCAA the time of day. There was no trial. She declared there was no need for a trial. She had found in favor of the restricted-earnings coaches group, and because it was judged to be a violation of the Sherman Antitrust Act legislation, which causes automatically a tripling of the damages. So the damages amounted to \$66 million, but the NCAA appealed this terrible decision. It was just an awful decision. The things that were said about these poor folks on the NCAA Council committee, who had created the restricted-earnings coach idea, had never seen themselves in the light that that judge categorized them, as just bloody-awful people, who were depriving these poor coaches of a living, da da, da da, da da.

So, the NCAA appealed. The U.S. Appeals Court for that circuit said, "We support the judge and encourage the NCAA and the attorneys for the coaches to see if they could work something out instead of having the NCAA appeal to the Supreme Court." The result of that was to reduce the damages to \$54 million. A good part of that was distributed amongst the plaintiffs' attorneys, who received a little over \$18 million plus \$2 million in costs. The \$18 million was pure profit. Plus, they were given close to another three-quarters of a million for administering the

payment fund. They come out of it with around \$21 million. The 1,631 coaches get an average—some got more, some got less—of \$19,000 apiece. So you know who the big winners were there. Yes, it was the law firms. There were actually three cases, but they were consolidated into one. *Law v. NCAA* was the name of the case.

So, where do you come up with \$54 million? We had to pay for that. The NCAA took money out of its reserves, and came up with a somewhat complicated formula for assessing the institutions the costs that couldn't be borne by the reserves. We had to chip in a big chunk of money every year. I think this was Division I legislation, so it was the Division I institutions that had to pay for it.

I view that as a terrible miscarriage of justice and would be happy to argue the case with anybody who wanted to suggest that it was otherwise. It made some lawyers rich. The case went on for six years, and the judge did what judges are now empowered to do, which is to make really bad decisions sometimes, and so she made this one. The decision came after my time, but I got involved with it, first of all, sitting on the Council and approving the recommendation that went forward from the Council and that then was passed certainly by the Presidents Commission and became the law of the land for the NCAA. Then when I became president, we were trying to get the damn thing resolved and couldn't do it. When we couldn't get agreement in New Orleans in April of 1993, that generated the suit, or suits, and I was gone by then, but it was a very hard time for the association.

Then other consequential stuff came up. We created a vehicle for a transition from the then standing of the Presidents Commission in relation to the Council, whereas I've said before there was no formal budget role or personnel role, and we created something called the Joint Policy Board. It lasted for about five years, and it gave the Presidents Commission a formal role in budget, personnel, and other issues. We just made that work—Greg O'Brien and then Judith Albino and I—and it became a body to solve the problems that came up by way of involving both the officers and the organization, of which I was one, and the

officers of the Presidents Commission, and the executive director.

For five years that board became really quite consequential and met often when tough stuff came up, and that transition was over, when the restructuring legislation came along in 1997. It was from about 1992 to 1997 that the Joint Policy Board was in action.

Somewhere along the way I was asked—this was before I became president, around 1992 or 1991—to chair a committee that had a charge that was impossible to understand. I can't remember where it came from. We were supposed to look at organizational stuff, so we traveled around the country trying to figure out what we were supposed to do and met in some nice places and had some ideas. I was chairing this committee, and for some reason we weren't aware that there was a committee of the Presidents Commission that was chaired by the president of Tulane. Ultimately, we decided—and they didn't know what to do either—we ought to meet together. [laughter] So, we met in New Orleans, and the result was the Joint Policy Board. Those two committees went immediately out of business, although when they were put into business, nobody had the faintest idea that we might create something like this.

Would you talk a little about the restructuring that happened with the NCAA in 1997?

Well, there's a context to this, which has to do with the growth of the NCAA and with the increasing sharpness of divisions amongst the member institutions in terms of the scope of their athletic programs, the amount of money they had to spend on these programs, their visibility, and so on. More than anything else, that is what led to the beginning of Divisions I, II, and III back in the early 1970s, to the creation of I-AA and I-AAA and I-A in the late 1970s, and to the attention given to the decision that led to changes in the standards for determining what was I-AA and what was I-A. The standards were made somewhat stricter so that more institutions who had been I-A, but really were at the bottom of the I-A heap, couldn't meet those standards. So

I-AA grew, and that was what the I-A people, who were the so-called "major players" in I-A, wanted to see happen, because that meant more money for them.

Money was driving this whole thing. I mean, it's plain, simple, human acquisitiveness, or, as some would say, greed. And many did say that when it came to restructuring. Along the way there were periodic efforts to create a Division IV, which would be restricted to, say, the top sixty institutions, the Big Six conferences. On one occasion there was actually a proposal for a Division IV, but it failed.

But the money kept rolling in, with the growth of the television pay-outs and most of the televising of games being done for the major programs. If you were, say, Nebraska, you were probably on television every Saturday to some audience or other. And big money from advertisers who would pay to advertise on nationally televised games such as Michigan versus Notre Dame, and the institutions or their conferences got the money. That broadened the difference between I-A and I-AA, because I-AA institutions were not playing for millions of bucks on a September Saturday. The concern of the I-A people—those at the top, anyway—was always that they were going to have to share this money, and they did. Some of it was shared, as in basketball, and all of that kind of culminated in the effort that became known as restructuring.

Really, the starting point of that successful effort was a white paper that was produced by the commissioners of the Big Six conferences. The commissioners of the Big Ten and the Southeast Conference were the two leaders. And there was the Pac-10, the ACC (Atlantic Coast Conference), the Big Twelve, and the Big East. I think that turns out to be around sixty institutions.

So the commissioners didn't present the white paper. They just kind of left it around at, I think, the January 1994 annual NCAA convention. That was the one at which Cedric Dempsey became the executive director of the NCAA, and that title later changed to president. But I was the president at that time, and it irritated me no end, to the point where I was able to demonstrate a lack of

common sense and say to Ced and others, “Let’s take these guys on.”

That would have been about two years after UNR had gotten into Division I-A, right?

Yes. I think we went in 1992. And the white paper wasn’t going to wipe us out as a I-A institution. It was going to change the governance structure of the NCAA, so that every major decision was in the hands of the so-called equity institutions—that is, those who had the largest equity. And those were from the Big Six conferences. So it was a way of implementing what had been much on the minds of these institutions and their conference commissioners for many years, and that is they didn’t want to have to divide up the spoils. If God had come down and said, “You guys get to keep everything,” they would have been overjoyed, but they could reach a similar end without divine intervention, through reforming the governance structure.

That was the idea, that Division I equity institutions were in command of the NCAA and could make the rules about dividing the dollars. I mean, they weren’t absolutely opposed to dividing. They just didn’t want to divide a lot more than they already were required to. So that was the white paper, and it led to a decision by the NCAA to take a preliminary look at the issue. I think we even did that with the Joint Policy Board, which led to the creation of four committees. There was one for each division to look at what they wanted to see come of restructuring, and there was one which was called the Oversight Committee. That group was to hear from all three divisions, try to sort out controversies, try to manage the solution of the controversies, and produce a document that had a significant consensus.

Everybody knew I was opposed to what was being talked about. At the same time, I hadn’t lost friends, and I was still the NCAA president, even though my term was running out while this was all happening. But when the decision was made to create this structure to look at restructuring, I was asked to chair the Oversight Committee, and it came in two stages. One was the development

of the legislation, a kind of overall picture of what the structure was going to look like, and that went before the convention in 1996. Then the fine points had to be done, looking towards implementation, which was done by a separate Oversight Committee, but I think with almost the exact same membership. I was asked to chair that one as well.

I can’t remember exactly when the battles were fought over how to put this together. There was a lot of attention given to how much weight to give the Oversight Committee, which was comprised of, I think, representatives from the three divisional committees plus me. I wasn’t on a divisional committee.

From my point of view, the objective of all this discussion and debate and huffing and puffing was to create a set of compromises that could keep the association alive, because one possible result was that the association would collapse, and the big guys would take the ball and the bat and the glove and go home. And the money! [laughter] That consensus was a desired outcome, I think, for most people in the discussion. There may have been some who wanted to see the Big Six conferences leave the NCAA and form something on their own, but I don’t think that position had enough strength to prevail—although it might have, if we had all just stood our ground and said, “No, we aren’t going to do any of this.”

It was a busy couple years. Not as busy as when I was president, but there were lots of meetings to attend, lots of disputes to deal with. The Oversight Committee itself was a group that worked very well together. It was when you got into the Division I Committee, and that committee was the biggest concern, because it wanted the most. The members made it clear in their first draft that they wanted to run the NCAA. They were going to be in charge of budget, in charge of policy. Basically, there would be the other two divisions, and they could get a couple bucks and go off and behave themselves and do their own thing, but it really was a proposal for a confederation, not a federation, which is what we had been.

A confederation was not going to produce an organization that had common ground sufficient

to keep it all together, so the idea was to find a way to hold the association together. I thought that was the real threat, that if this initial restructuring proposal from the Division I Committee were to prevail, we were going to have articles of confederation, but with the big states clearly in charge.

Well, in order to have a structure that gave attention to the need to be together, you needed something above the three divisions. We understood that three divisional bodies were going to come out of this. They would be headed by presidents. They would have management councils to do a lot of the particular work on policy, but the presidents would be in charge. The Division I Presidents body, which is called the Board of Directors, and the Management Council would be dominated numerically by the Big Six conferences. We took all those things for granted in the Oversight Committee.

So just looking at Division I, the arguments were over how to have a representative body so that, while the equity institutions and conferences would dominate, there was a sense of fairness for the other institutions, because you still had I-AA and I-AAA. You were talking about a Board of Directors that was initially proposed to number 25, and you had 300-plus institutions, only 115 or 120 of which were I-A, and only 60 of which were the big guys. So, who is going to get most of the seats? That was a huge problem and still is. The board has grown, and as time has gone on, more attention has been given to the needs of I-AA and I-AAA, so that actually works pretty well. In part, that's because presidents are like a fraternity or sorority. They don't want to hurt other presidents, so they create ways of getting along. There is a common bond, and that's very important, too, in making the whole thing work. So that was the issue at that level.

Looking at the whole association, what could you create above this to deal with issues that come up between the divisions? There was an effort to say that that body would simply be dominated by the equity conferences, and it *is* numerically. And it's made up of people who come from the Presidents Councils, or in the Division I case,

the Board of Directors. Those people also go to the Executive Committee, and I think maybe the chairpeople of the three management councils also are members. I believe the NCAA president was a member of the Executive Committee as well.

At the outset, the proposal from the equity group was that that Executive Committee would only have one power, and that would be in the event that there was sufficient opposition within a division to a proposal that had been favorably acted upon by the division Presidents body. Then the Executive Committee could declare that, with that certain number of people protesting, the issue would go to the convention and be decided. That was going to be it. That has happened, I think, only twice in ten years, but that was not going to make the Executive Committee really worth the effort. So a lot of the time of the Restructuring Committee was devoted to finding ways of strengthening the role of the Executive Committee, and that worked in the end.

The equity people fought it for quite a while. There was a guy named Buzz Shaw, who was a longtime president of Syracuse, a guy with a terrific sense of how to build a consensus. At one time, I think he chaired the Division I Committee, but he was key to making it work out and to making sure that assorted changes were given adequate attention. That included another struggle over how much money to give to Divisions II and III, because they were mightily concerned about that.

Those were the key issues, and the way they got worked out, in addition to the discussions and actions of the Oversight Committee was at the level of the Division I Presidents Commission. They weren't out of business yet, because they had to sign off on this whole restructuring business, and so did the entire convention, but the Presidents Commission was key. There were some pretty good fights there, and I know some of the commissioners were disappointed in the way that it came down. But Divisions II and III didn't just get a chunk of money; they got a percentage that is protected by the NCAA constitution. It could be changed, I guess, but that's not likely. So they're happy as clams. They got enough

money to do what they needed to do and put on championships. Then the Executive Committee was given more authority, so it has a key role in policy now and is a significant body, and the whole thing seems to work pretty well.

From my point of view—and not many people agree with me—the down side is that the annual convention has changed dramatically. It used to be that all the decisions were made at the convention, either at the divisional level, or when matters affected the whole organization we all voted on them. And as I may have said before, it was town-hall democracy. Every institution got a vote, and that meant it brought people from the institutions to the conventions. There were the athletic directors, presidents—although not in great numbers, unless there were major issues—senior woman administrators, faculty representatives, and so on. The result was that everybody participated in policy, and that was good at the national level as well as at the institutional level. But also, on the social side, there was a lot of socializing and gathering together, and that is a glue that helps to hold an organization together. Most of that has been lost now, and the numbers of people attending the annual convention have declined by probably around a third. So that was a real down side.

Now, how many schools were in Division I-A at the time?

Between 115 and 118. I think it's 119 now.

So Division I versus Division II and III, how many total schools do you think would have been in each division at that point?

It would have been a total of—association-wide—between 1000 and 1,100. The biggest would have been Division III. It's still the biggest, and it continues to grow. At that time, there would have been, I think, not quite 400, but moving in that direction—something like 350.

Division II is the most fragile of the divisions—it was then and is now—and it loses members to Division I because there's that appeal of moving

up. Division I presumably makes you a better institution. We all know it doesn't, but from the public's perspective, many people believe it does. So a lot of Division II institutions have gone up to I-AA—not many to I-A—thinking, also, that there's more money to be had, which also isn't true for those institutions. It costs the institutions on the whole more money when that happens. So Division II has gone from a position of wondering, "Can they manage the growth?" to now, "Can they manage the decline?" and that's still a fundamental issue. About the time of the restructuring, they probably would have been at around 250, 260. So what does that come out to with Division I, 350? Those are ballpark figures. It should come out to around 1000.

Anyway, that's what happened. There were compromises made, and we did get a good Executive Committee out of it. A long road was traveled. I'm not taking personal credit for this. I just happened to be the chair of the Oversight Committee and was interested in these things, but it required a lot of people working together to make it happen. It required, also, all the divisions to be working with their respective presidential bodies. And it needed the help of the Presidents Commission.

There was also a component for each of the divisions in the Presidents Commission, so when you went to the Presidents Commission, you were going to a body with representation from three divisions. So there would be a good bit of work within the Presidents Commission between the people who sat on that commission representing the various divisions with their own particular interests.

It goes back to that observation I offered earlier, that when presidents get together in this kind of thing, they don't want to do big harm to one another. They want to help each other. So that helped a lot in getting agreement on the Executive Committee question, in getting a good percentage for Divisions II and III of the television contract dollars for basketball, and in some other pretty modest components of the restructuring, like the divisional presidential bodies meeting at least a couple times a year on the same day, so

they could get together afterwards, and the same with the management councils. It was an effort to take the place of the socializing that went on at convention time. I don't think it got that far. But it was helpful.

You mentioned how the conferences themselves changed as a result of the restructuring. How do you think this whole change affected the legislation that came through the NCAA after that point? Was there anything visible or obvious?

Well, it's certainly clear that the goal got restructuring going has been served—that is, the equity conferences *are* in charge—but that pretty much leaves the other two divisions alone. And Division II and III seem very happy. They're OK with the restructuring by and large. Money talks, and they got the money to do what they wanted, and that helped ease the pain of going to a new structure.

I do think that there are some groups who feel somewhat disenfranchised, and that would include faculty athletic representatives who don't play the role that they used to play. That represents somewhat of an historic departure, because over the century of the NCAA's existence, if you had to single out one group that fairly well controlled the organization, it was the faculty reps. Then, they were the policymakers. The athletic directors were certainly there, and they grew more powerful as the years went on within the organization.

Presidents were almost absent until the 1980s. Now you have an organization where the presidents are in charge. At the campus level, unless you're in the mix in the Management Council in the case of athletic directors, there's a long distance to travel to understand what's going on, because the rules are complex. There is a process for getting out information on the rules that are under consideration, but in the old days you met, you talked, and you got all your questions answered at the convention even if you didn't study beforehand. There were briefings. There were papers on the issues that you could pick up right at the convention. Well, it doesn't work that way anymore. I have talked to lots of

people, and also commissioners beyond the Big Six, who are feeling like they're just too far from the scene of the action, so they don't know what's going on.

Presidents now, at least at the Division I level, hardly show up at the annual convention, and Miles Brand, the NCAA president, thinks that's OK. I'm not so sure. I mean, going back to the days when we had the big struggle over the role the presidents would play in the early 1980s, large numbers of presidents would show up, and the NCAA would have briefing sessions for those presidents. After the Presidents Commission was established and grew increasingly powerful in the scheme of things, when big issues were up at the conventions (especially academic reform), we got big numbers of presidents from Division I, and that doesn't happen anymore. I think that's a problem.

So the athletic directors at this point are positioned differently, too, presumably?

Yes. I think there are more who are active, but the big difference, from my point of view anyway, is that the convention isn't there, and institutions are probably more reluctant to send the numbers of people who went before, because there's not much big happening. I'm talking mainly about Division I now. Divisions II and III continue to operate on the same basis of "one institution, one vote," so you don't hear these concerns from those people.

So you still have the presidents attending from the equity schools?

No, not really. Their representatives are there. They own the territory, as it were, and the Division I Presidents body, the Board of Directors. The presidents have got plenty of other things to do, so why worry? "Our guys are there; our people are there. They're in charge." Division I presidents are not showing up in significant numbers.

So that was restructuring, and there was concern expressed at the two conventions where these issues were decided on the floor by the whole

convention. And people worried about the loss of clout but also about a loss of whatever that glue is that holds an organization together. I think that's still a challenge.

Was there a sense that without "one school, one vote" the organization wasn't standing for what it used to?

No. I don't think that concern was there. One of the benefits of having the presidents involved is that the reform agenda would stay alive, and it has, and it's gone forward. And the association has done some very good things on academic reform, and that will continue, in my opinion. You can never do enough, and there are always going to be people who find a way to beat the system.

There was concern about the kind of contact with one's colleagues provided by the annual convention and by membership on a committee. One of the results of restructuring was to decrease the number of association-wide committees, and, previously, committee membership had contributed to a sense of belonging and being in-the-know that we have lost.

As a guy who spent most of his life either studying politics, teaching politics, or practicing politics, I loved that town hall! I mean, it was crazy. There was stuff going on. There were some pretty hard-nosed debates. Now, for people who don't recognize themselves as being in politics, that was offensive. I remember one of the guys whom I respect—Roy Kramer, the commissioner of the Southeastern Conference and a major force in reform—was a very practical guy who understood politics, but he said that town hall debate just drove him crazy. "It's just a waste of time!" Roy felt that way, and so did other influential people.

Well, you know, it's democracy. It's messy, but it's wonderful. And there are those who shared my views about it. I really miss those debates. Not that I go that often anymore, but when I do I feel sorry we've lost that town hall democracy.

Since you finished your service with the Oversight Committee, you've been on the Implementing Committee on Certification?

I did that for two years. I thought it was just too damn much work. [laughter] I mean, they've got *all* these institutions being certified, and the amount of paper generated by that process is huge. And I was still president of UNR at the time, and I finally said, "I've got other priorities to deal with, and I can't devote the kind of time to this very important task that the task demands." So I think I did it two years.

I was thinking of the one that you served on from 1998 to 2002. It was called the Committee on Certification.

Did I serve on it that long? I asked to be on that committee. As the chair of the committee that created it, I wanted to see from that perspective how it was working. So it was a four-year term. I think what happened there is that I was elected to a four-year term, but halfway through I said, "I'm not doing this job the justice that needs to be done to it, because I don't have the time to devote." So I think I only served two years.

Can you talk a little bit about what the NCAA Honors Committee was responsible for?

The Honors Committee is an NCAA committee rather than a divisional committee, and the idea is to select people for the categories of honordom, as it were. [laughter] There is a nominations process, and then the Honors Committee considers all the people nominated for the top eight awards. I think they're doing it differently now, but the NCAA used to have a dinner at which the Top Eight student-athletes of the year would appear. They could come from whatever sport. It had been historically dominated by football, but that's no longer the case. That has evolved, and, of course, women are now being honored, and now, typically, there are more women than men among the top eight each year.

So it hasn't been split four and four? Everyone's in the mix together?

Everybody's in the mix—the whole organization, although it would be fair to say it was dominated by Division I. Then there's a second group comprised of people who were honored twenty-five years ago, and I think there are six of them. Then there is an inspirational award, and then what's called the Teddy, which is to the person of the year who has had experience in college athletics and went on to fame and fortune. It tends to be awarded to people who have been, say, President of the United States, like George Bush I, Ronald Reagan, Dwight Eisenhower, or major figures, such as generals or admirals. Gerald Ford won once.

The Teddy was named after Theodore Roosevelt. He's at least perceived to be effectively the founder of the NCAA. There's some debate about that. Anyway, that's the highlight of the evening, and that person then gives a speech and gets the Teddy. It took probably ten years after women were in the organization for them to begin to get these honors, but now, as I said, you have the "Top Eight" that include females, and now more of the six from twenty-five years ago, because we're getting into the territory that began to be occupied twenty-five years ago. Several Teddies have been given to women: the famous female astronaut, Sally Ride, Althea Gibson. And there were two or three more, at least.

That was/is the Honors Committee, and it was a good committee to sit on. I enjoyed it, and there were some good debates. It had always been a committee dominated by men, and by the time I got on it, there were women. There was a young woman, actually, who was a member after I had been on it a couple of years, and she took on the old guys, including me! [laughter] And I thought, "Well, this is good." So I got together with this other old boy, a guy named Gene Corrigan, who was a great fellow. I had known and respected him, and he was the last president of the NCAA under the old structure. He succeeded me. I got together with him and said, "You know, I think it's time for a woman to chair this committee, and how about this young woman, Valerie Richardson?" She was from the West Coast Athletic Conference. He agreed, and

when it came time, because the guy who was our chair was done with his term, we just kind of railroaded it through, and Valerie was elected. She was a very good chair. She became a good friend. So that committee was keeping abreast of the times, and not just in terms of honoring women, but getting beyond football to honor good student-athletes.

Were there ever any awards that were specifically for women within the NCAA?

Yes. It's called, I think, the Women's Collegiate Athlete of the Year. Every state gets one nomination. There is a committee—of course, there is a committee—that makes these decisions. Every state gets one, and each of the female athletes of the year then go to this big function. It's a dinner very nicely done every year in Indianapolis, I think. So Nevada has always had one, and for a while our institution just dominated, because I don't think UNLV ever sent anybody's name in. [laughter] It was a great thing for the girls here that got nominated, but we didn't get anybody into the top three or five. From that group, the winner is selected.

Then, as I mentioned before, there was the Collegiate Women's Sports Award, CWSA, sponsored by American Honda. There is an Inspiration Award, and for a while, there was an award for women who were female pioneers. That's no longer a part of the organization. Then they choose an Outstanding Athlete from Division II and an Outstanding Athlete from Division III. So the Inspiration Award, the Outstanding Division II, Outstanding Division III, and Outstanding Athlete, which is always a Division I athlete, those awards are given in New York every June, and the board members come and have a meeting and a dinner at which the Inspiration Award is given. Then the following day in the Rotunda at Columbia they have a ceremony for Division II, III, and Outstanding Athlete of the Year followed by a luncheon. There's no secret, because you have to know whom to invite to receive the awards. It's a nice event and gets good publicity in New York and around the country.

Now, one of the other NCAA committees you served on was the Minority Opportunities and Interests Committee (MOIC). What was its work?

It was started when I was on the NCAA Council, with a lot of effort by a guy named Charles Whitcomb, who was the faculty athletic representative from San Jose State. He was on the Council, and we became very good friends and still are. I enjoyed being his boss for a while [as interim president at San Jose]! Charlie was working with some other folks to advance the cause of minority athletics within the NCAA. There were many issues, including the number of coaches, policies that affected minority athletes, and treatment of minority athletes. There was concern about the exploitation of skilled African-American athletes in particular.

The committee presented to the governance structure, the old one and the new one, suggestions for ways of enhancing all these things. For example, coaches' academies, which now exist, and budgetary allocations for various ideas that look toward the enhancement of minority roles in college athletics. When we had the big squabble with the Black Coaches Association, Charlie was the founding chair and stayed the chair, I think, for something like thirteen years. He's now the dean of this coaches' academy, which is not exclusively for African-American athletes. Indeed, it's open to all the races. I think they do it now every other year, and it's for several months. They come to Indianapolis once every month or two for presentations and for participating in discussions of things like management of an athletic program or the economics of athletics or how to put together a strategy for moving yourself forward within the realm of college athletes. Charlie is the dean of that academy.

So Charlie asked me to serve on the original committee, and I said I would. I may have gone to a meeting or two. I was still on the Council or the Presidents Commission, or both, by then. I just didn't have the time for committee service. So when I was out of that and pretty well done with the association, I think he asked me again if I would serve, and I did. I served for four

years, had more time to do so, and enjoyed that experience.

By this time, there was also an NCAA Committee on Women's Athletics, and those two committees met once a year to break bread and try to make common cause and iron out their differences. Both committees are still around. The works of the MOIC is a subject that's always interested me, so it was a natural to be on that committee, and it was good to be able to give it the time that it really needed.

Then there was the Diversity Leadership Strategic Planning Committee. That's out of business now. It was ad hoc, and it lasted a year. It was huge. There were forty-four people on that committee, people very well-known in athletics, men and women, ample minority membership, athletic directors, faculty rep people, commissioners, I think a couple of presidents, but I wasn't a president anymore by this time (2006-2007).

When Miles Brand became the NCAA president, he wanted to have a strategic plan, so one was produced within a year, maybe two years. It was/is a good strategic plan and had five major emphases, one of which was basically diversity and inclusion. So, that being one of the major emphases of the strategic plan, and lacking an organizational driving force within the NCAA to make something happen, a position was created at the vice presidential level reporting to the NCAA president, called Vice President for Diversity and Inclusion. I was asked to serve on that search committee, and I did.

The search committee recommended that Charlotte Westerhaus from the University of Iowa be appointed. She was a lawyer and was then assistant to the president at Iowa and had the diversity, inclusion, and affirmative-action responsibilities for the university. She won that competition, was appointed and has been terrific. She has been fast-moving, too, and so she was not there very long before this Diversity Leadership Strategic Planning Committee was created. There were four broad charges for that committee, including one that was mainly focused on hiring. I was asked to co-chair that subcommittee, and

that involved, in addition to the four meetings of the larger committee, lots of subcommittee meetings—mostly telephonic but a couple of them in person to iron out our suggestions. The end result was a set of pretty serious proposals to improve the lot of women and minorities in the association and at the campus level.

Here's an example of a role that the NCAA Executive Committee has as a result of the work of the Oversight Committee in negotiation, compromise, consensus-building, and so on during the restructuring period. There is within the Executive Committee a standing subcommittee on gender and diversity, comprised of presidents from all the divisions, so our committee proposals went to those presidents, and there was some back-and-forth between the office and the subcommittee and the larger committee. Then I went to the 2007 convention and, with the vice president, presented our proposals to the Division I Board of Directors, the presidents group. But that's now done, the book [*In the Arena: The NCAA's First Century*] is now done, and I'm now without an affiliation with the NCAA for the first time in twenty years.

When the NCAA was dealing with issues of diversity with this committee, were they looking mainly at ethnic minorities and women or were they also looking at issues of sexual orientation?

Yes to both. Diversity in the broadest possible sense. Really what happened, though there was a fair amount of talk about the big picture of diversity in this ad hoc committee, is that it was much too big a picture for that committee to deal with in a limited time period. So mostly the result was inclusion or diversity in the more restricted sense of the word. If we did get into the subject of sexual orientation, it was a discussion that didn't get very far, at least in our subcommittee.

Because that committee didn't get into it doesn't mean it hasn't been gotten into. It's a major issue within the association, certainly, for the Committee on Women's Athletics, which has given it a lot of attention. And we did

some of that in the Minority Opportunities and Interests Committee as well, perforce, but not really by way of offering policy suggestions, but being supportive. So there is within the NCAA a significant effort, and has been for years, to enlighten the membership about matters of race and gender and sexual orientation, and firms have been hired to conduct serious workshops for member institutions to send their people to. And one of them—I think it's still in existence—is on sexual orientation.

One of the reasons I was wondering is that in some of the background research I was doing there was discussion about negative recruiting, where people from University A might lead a recruit to believe that a coach from competing University B was a lesbian. There was the issue of whether or not there were sanctions on that sort of behavior, and I didn't know if that was something that had ever come up in those committees.

It's basically unenforceable, and recruiting is a dirty, nasty business. If there is something that is being said—whether it's that someone is a lesbian, or a head coach may not have his/her contract extended, or facilities may not be up to par—anything to discourage a recruit from signing with another institution, recruiters scour Google and do whatever they can do. They read the newspapers when the coaches are out there recruiting, and often there are two or three institutions recruiting the same guy. If you can say something nasty about a rival institution or their coach or their program in order to get this guy that you're competing for, well, it happens. It's unfortunate, and it may not be happening everywhere, but it's the real world.

The woods are full of examples. I'm sure that goes on, and it's a damn shame. It would be good if you could figure out a way of documenting it and proving it and making it subject to some kind of punishment, but it's almost impossible to do.

Did you have any closing comments you wanted to make?

Well, I wrote a book that incorporated most of my thoughts and concerns—some empirically based, some simply experience based—about intercollegiate athletics and the NCAA, among them the concern that the NCAA does not get a fair shake from the community of opinionmakers. That includes mainly the press, [laughter] which often looks at the negatives more than at positive things. I mean, that happens with everybody. But when you have an organization whose principal function is rule making and enforcement, you start with a huge problem, because the general public is not in love with rulemaking and enforcement. And if you can get away with breaking rules, you know, on a small scale—running a stop sign, walking your dog where it says “No Dogs Allowed”—it’s OK. Well, it’s not OK, but it seems to be part of the human condition. Organizations that make and enforce rules are likely to have public relations problems. That has been true of the NCAA.

When Walter Byers was the NCAA executive director for thirty-six years, he did not wish to devote a lot of resources to public relations. There were some, but not a lot, because, in his view it was not going to make a whole lot of difference, because the NCAA is in a business where it’s very hard to get the public and the media, who educate the public, to appreciate other stuff that happens here or even the need for rulemaking. So it’s difficult to get people to appreciate the fact that the NCAA is an organization that is popularly viewed as being kind of away from it all and terribly bureaucratic and concerned only, *only*, with giving the strictest possible application to administering and enforcing the rules. That has been a major challenge. In fact, the people who make the rules are the member institutions, and the people who enforce them are the member institutions, and the staff are there to be servants to the member institutions.

Say you’re at the University of X, and a punishment has just come down on your institution. You’re the athletic director or the president, and that punishment is because you broke a rule, and you’re angry about that, so

you blame the NCAA. Well, now, wait a minute, Charlie! Who made this rule? *You* did—at least through a representative democratic process. That picture is not understood. So the NCAA is often bludgeoned for doing these things, and it’s the members doing it to one another. It’s just a fact of life. So that’s not well-appreciated, nor all the other stuff that the association does—the money that it spends on student-athlete needs and the educational process and academic support, et cetera. Millions and millions every year—sixty, seventy, eighty million dollars. Word doesn’t get out.

So, in part, I wrote the book as someone with a whole lot of experience and understanding what that organization is, to try to present the whole picture. This is not to say that we’ve got a perfect organization. Of course we don’t. Cheating goes on. It goes on in all walks of life. It goes on in the academy. It goes on in business. And the NCAA is there to keep it, as much as possible, from happening in intercollegiate athletics. You just cannot catch it all. But, inevitably, you do make enemies and get criticized. The NCAA does not receive the admiration it deserves. But it’s like falling in love with the Internal Revenue Service. [laughter] Doesn’t happen.

PAT MILTENBERGER

Pat Miltenberger: I was born in Longview, Washington, and lived there till I was twelve years old. I went to elementary and started middle school there, then when I was twelve, my family moved first to Mountain City, then Fallon, Nevada, and I went to middle school and high school there and graduated from Churchill County High School.

When I was very young my parents were florists, and then my dad, Bill, got into mining. Mining kind of flourished in the late 1950s, and so we came to Nevada, because we had a uranium mine here and then gold mines. So my dad moved from being a florist to a crap dealer in the winter, miner in the summers. Then my mom, Katherine, worked in the flower shop in Fallon.

We had our own mines. They were my dad's one-man operations with his children as his laborers. [laughter] It's pretty ironic as I think about it today, but in our mine in Mountain City, we carried raw uranium around, loaded it in the pickup, and my dad took it to market. I don't know where you marketed raw uranium, but apparently in the 1950s, the regulations were different. OSHA (Occupational Safety and Health Administration) wasn't created yet, so we would just blast it and carry it out in a pickup, and then for gold we did the same thing.

We had a gold mine in Gold Butte in southern Nevada, and we had a gold mine in Seven Troughs outside of Lovelock. Then we had fluorspar and orpiment mines out in Austin. We had different kinds of mines all over the state, and it was back in the days when mining was a one-person operation and you could actually make a little money.

We didn't have a lot of money, but we had a little. We would pick pine nuts to supplement our income in the fall and would sell pine nuts in roadside stands out by Austin and then go to Utah. It was 1958 when we moved here, so it was how people did things. People didn't have careers; they just had jobs.

Mary Larson: How many brothers and sisters did you have?

I have two brothers, both older. One is six years older, and the other is three years older. My oldest brother, William, was named after my dad, and William never lived in Nevada. He helped with the mining in the summers, but when we left Washington State, he had just graduated from high school that same year, so my other brother, Doug, and I came to Fallon. (His official name is Harry Douglas, but we call him Doug.) He graduated from Churchill County High School

and is also a UNR (University of Nevada, Reno) grad in accounting.

My oldest brother was athletic, and he played on the high school baseball team, and he played basketball. So early on, I would shag balls for my brothers. Mostly, they made me do all the hard stuff. My other brother, Doug, had a paper route, and I would wrap his papers. Because it rained a lot in Washington, everything had to be put in plastic and wrapped, so I would help him with his paper route. I kind of developed a lot of entrepreneurial activities for one brother, who became the business brother, and then my other brother was athletic.

My dad loved the outdoors, so we camped a lot. He was a hunter and a fisherman and actually created a thing called the Conservation Group for Fishing and Hunting in Washington State, and he ran for office at one point. Went camping at a place called Long Beach in Washington State, then the other place we camped was along the Toutle River, which came out of Spirit Lake at Mount Saint Helens, and back then Mount Saint Helens actually had a top to it. It hadn't erupted.

So we did a lot of hiking and camping almost every weekend. My parents really loved to be outside. We camped around the mines, too, so my whole childhood was spent camping, and I still love it. It's interesting that my brothers aren't campers, but I'm still a camper and hiker.

My dad loved to just walk—and my mom, too. When we would go to Mount Saint Helens, my mom and her friends would walk up to the timberline and back, so I got a fascination for mountain climbing, and then later in life I climbed some mountains. It just kind of fascinated me. But as a little kid, I remember all the women would hike up to the timberline, and all the little kids would follow them. I think our dads were off fishing. Then we would just keep going. We would want to go up into the scree, and our moms would yell at us to come back down. So it just kind of became a part of our lives.

I just loved mountains. We would go to Mount Hood once in a while, Mount Adams, and, of course, Mount Rainier. But back then travel wasn't as simple as it is now, so it would take a long time

to go places like that. That would be a week-long trip, but for weekend trips we would go to Mount Saint Helens, so it was a lot of fun.

My memory of my parents is that there were always lots of families around, lots of picnicking, lots of camping. Hunting in the fall, camping in summer, and that's the way things were. Lots of fried chicken and corn on the cob and cookies, and it was just a lot of fun. We didn't have a lot of money, but we did a lot of stuff.

When you say you were out with some of these other families, were they all relatives, or were they just friends of your family?

Both my parents grew up on the East Coast, and both my brothers were born in the East, so I'm the only West Coast member of the family. My dad was a twin, and I never met his twin brother, but I did meet one of his brothers. I never met his sister. He was from a family of four. My mom was from a family of ten from North Carolina, and none of them ever came West. One sister moved to Los Angeles for a couple years, but that was it, so we were pretty isolated from family. I never met cousins. In the 1950s transportation wasn't easy. It was expensive, and you didn't fly because only rich people flew. I remember when my mom's dad died, we flew back to North Carolina, so I went there once in 1956, but that was it. I never saw the rest of my relatives. So most of the people we hung out with were other families that had young children, and my parents would have met them somehow—probably as neighbors.

That was kind of our support network. There were two or three families that all had children about the same age, and we all just kind of hung out. I was the only girl. There was a family with four boys and another family with three boys and then our family, so I benefited greatly from being the only girl. [laughter] I got lots of attention from the moms, because everybody wanted a little girl, and the dads, so I know I was spoiled rotten.

When you got to Fallon with the school system there, did you participate in sports through the school system?

I did. When I got to Fallon, they had a seventh and eighth-grade basketball team, and they had softball and Summer City League softball, so I started playing those right away. I met some kids who played, and so I remember sports always being a part of it. I don't know how organized it was. It seemed to me that there was one teacher in Fallon who was fairly new, and she started a basketball team. But they always had PE (Physical Education) back then, so clearly I played sports in PE.

Because I liked sports, and because I had brothers who played sports, I was more athletic than a lot of the girls, and you could tell. There was a group of girls that were more athletic than the other girls, and we always got picked for teams. The other girls would be standing there waiting to be picked, so it was kind of lousy in some ways, but if you played sports, it seemed like you could play all sports, compared to a lot of the girls who didn't play sports at all then.

When I got to high school we had a basketball team. There was a woman, Mrs. Graham, whose husband was a football coach, and she set up games with Lovelock and Gardnerville, Carson City, Fallon, and sometimes Hawthorne or Reno, but not so much Reno. She would set up events where we would go to their school, or they would come to ours and play.

We played softball through my church, which was pretty common then in the summer, and the high school had a track opportunity, but I wasn't a track kid. I was pretty slow, so I played more softball, basketball. I played volleyball in PE, but not competitively until college.

Do you remember any of your coaches in high school offhand?

Yes, I do. There was Miss Emery and then Mrs. Graham, whose husband was the football coach. She was the one who had set up the original competitive stuff, but then he got recruited away to coach football at Gardnerville, and she went there. Then when Miss Emery came, she was young, right out of college, and had apparently played sports in college, and she continued the

practice. And, of course, because Mrs. Graham was in Gardnerville, we had a connection with somebody who would play us.

Fallon had had a history of having a really competitive women's basketball team in the 1930s, but there had been some conservative movement that had happened after that that said women couldn't play sports, so for years they hadn't had a team. I was on the yearbook staff, and I found these yearbooks from the 1930s, and it showed women in bloomers almost, playing basketball in the Old Gym, so we knew there had been a tradition of women playing sports.

We had what was then called the GAA (Girls' Athletic Association) which had a point system, and it was like intramurals, but we did have some external games set up by these women coaches. We didn't have a different coach for each sport; Mrs. Graham coached everything. Both she and Miss Emery were PE teachers at the high school, and both were just really supportive. If kids wanted to play more, they would set something up for us with the other schools.

We rode a bus—so they must have had some source of funding—to get to the other schools. And it was more along the lines of what we would see in college—kind of like play days where there would be two or three schools, maybe four, at an event, and then we would all play each other and take the whole day.

So girls' sports actually got some support when you were in high school.

They must have. You know, as a kid you don't look at things like that. You don't think about them.

But you don't remember thinking maybe that the boys were getting better support than you were?

Yes. There wasn't a consciousness about boys getting everything then. Women's issues hadn't really surfaced. You just kind of expected to get less, because it was unusual for women to play sports, and you got made fun of if you played sports. The boys would laugh at you, or some of

them would tease you, in positive ways. Some of them admired it, and some of them made fun of it, depending on the boys.

You could see things then. You always had to share gyms, and you always had to share fields and tracks, so they could see what you were doing, and you could see what they were doing. You knew which boys were athletic and which ones weren't, and then you also knew the same about girls. Everyone knew. It was a small school and a small town.

My church, the Methodist Church, did some events with churches in Lovelock and Fernley and Schurz, but the Mormon Church was very organized. They had the stake, and they had lots of athletics, so the Mormon kids would let the non-Mormon kids who played sports come play, unless the church said something. Mostly they left us alone and let us play. Sometimes I would play basketball and volleyball and softball with the Mormon kids, and a lot of the Mormon kids were on the teams at the high school, so that was big.

The Mormon Church really seemed to value sports and youth groups, and in a small town you had 4-H, and you had the LDS Church, and then you just had the high school, and they all kind of converged. So between 4-H, the Mormon Church, and the high school, there was lots of sports to be played. You could find an organized team.

Then in the summer the boys played American Legion baseball, and the girls played City League. I played for a team called the Fallon Merchants, and the merchants in town gave money for us to travel to some of the other towns. We played Schurz, Yerington, Lovelock, and maybe Gardnerville.

So during the summer the teams were more all-ages teams?

Oh, yes. They included some kids who were out of school. There were a lot of high-school kids who played sports, but there were a few older girls who were ranchers and had stayed to work the farms but had played softball and were good, so we would have these little city teams and go play.

Were there any co-ed teams at the churches?

Yes, lots of co-ed softball. And the City League teams were almost always coached by men, not women, but in the high school it was always women because of PE and the women's PE teachers. In fact, that was my first injury, when I was playing City League one summer in Yerington. I slid into home plate and split my knee open and had to have surgery, so that later would affect how much I could play basketball. But at the time it was because they had wooden plates instead of regular home plates. Somebody had gone to their Skilsaw and just cut out the shape of a home plate, so we had wooden plates! [laughter] But you didn't think much about it. You didn't think much about the men having more or being more organized. It was just what it was, you know?

You mentioned that there had been a big emphasis on women's basketball in the high school in the 1930s. Do you have any sense of what it was that changed that—if it was World War II, if it was the Depression?

I read an interesting article in Dick Davies's book, *Sports in America*, and then Joe Crowley's book [*In the Arena: The NCAA's First Century*] alludes to it, too, that there was a conservative movement about women very similar to some of the movements we see today politically about women not exercising—that it would affect their menstrual period and it would hurt them for pregnancy later. All those things apparently had come into being. I would have to re-read the article to see what the trend was, but I remember as I was reading that history that I was struck by the fact that I had seen these yearbooks with women's teams and thought it odd that we had once had this very organized, well-known basketball team, and then it disappeared. It seemed to me that those timings coincided with that movement that Dick Davies and Joe Crowley alluded to.

Dick Davies, in his book, talks a lot about how there was a conflict among the women physical education people. Did they want women to get competitive like men? And some thought that it would hurt women to be so competitive, and they didn't want women's sports to imitate men's sports.

So there was a conflict within the ranks of women physical education people about that issue.

I remember as a young person we debated it in GAA and then later in college in the Women's Recreation Association (WRA). We had long and lengthy debates about whether women wanted to look like men when it came to athletics. While it was *nothing* compared to today, we saw the initial trends of men's sports becoming highly elite and out of the reach of the masses, being overpaid and over-emphasized. I think that trend was even beginning in the 1960s when I was a kid.

As young women, we would sit as a team, sometimes as friends—sitting around food or just hanging around the dorm—and we would have the very same debates about whether we wanted women's sports to look like men's sports. Even in official meetings we had these debates, so it was on our minds. At a subtle level we must have been thinking through all these kinds of messages from society about women—whether we should or shouldn't play sports, whether that would or wouldn't hurt you physically for having children, and whether it was healthier not for women to be involved in competition. We had those dialogues, and I remember lots of them.

It was touched upon in high school. I remember having arguments with my boyfriend or a group of his friends about whether women should play sports. I mean, we would periodically have these debates as young people, and they weren't heightened or frustrating kinds of debates. They were just those things that kids start talking about, and, of course, then kids talked a lot, because you didn't have mass media like you have today. Your entertainment was, in fact, yourselves, so we would spend a lot of time debating issues, and it was just something we did.

Our school was a beautiful school. At Churchill County High School, you would walk in the main entrance of the school, and there was this sunken old basketball court, which was then an auditorium. It was all hardwood, and it had a stage, so you would be facing a stage with curtains and this sunken auditorium, and then the classrooms were built on each side down around and behind it.

In the mornings in the winter, kids would gather on the stairs and the stairwells and on the shoulder of this auditorium and in the middle, and we would talk before class started, and that was kind of the culture of the campus. There were cliques and groups. So it was there that some of these conversations happened, and it was just one of the debates we had in that time.

Were the debates more about whether women should compete at all or whether they should be competitive in the same way as men?

It was more about whether they should be competitive in the same way. I think most of the boys weren't opposed to women playing sports so much, although some were. There were some very conservative kinds of kids, but mostly the talk was about whether women should get money for sports or whether they should be as competitive or whether they were *capable*. There were a lot of capability discussions: are women really capable of playing sports? You know, "Women's sports are inferior. They're not at the same level."

And certainly we said, "Absolutely. We're just as capable." I didn't know a lot about anatomy and physiology, so I didn't know if there were, in fact, physical limits. I would often argue that we had been denied the ability to develop our talents in sports because it was seen as negative. And certainly, I experienced a lot of negativity.

The GAA had letter sweaters for girls, and I had an *F* for Fallon on my letter sweater. I had four stripes, because I played sports all four years, and we had a point system for how we earned stripes. For boys it was varsity sports, but for girls it was a combination of intramural and extramural activities. They would always tell me my letter sweater was inferior, because they were playing varsity and I was just playing a combination of intramurals then. But I had little basketballs and little bars, and it *mattered* to me.

It was really quite important, to the point that I actually, somewhere in a box in my garage, still have the *F*. I don't have the letter sweater, but I still have the little Fallon *F* and a baseball hat; that was just symbolic. Every time I go to throw it away, I

can't quite get myself to. The letter sweater I didn't mind throwing away, because, obviously, I was much smaller, but the *F* I just can't, even though I have no use for it. It just sits in a box. It's just like it was so much a part of my high school experience, I just can't let go of that little *F*. [laughter]

And the fact is that a lot of places weren't doing letters for girls at that point in time.

They weren't, and there was something about Fallon. It was fairly sophisticated. We had letter sweaters. The cheerleaders had the same letter sweater, but it said "Cheer" on it. I think the band had a letter sweater, and then they had this very nice kind of Fallon *F*. You would put bars on the sweater based on what you did, so there was a volleyball bar and a softball bar and a basketball bar and a track bar, and they showed how many years you had played each sport. And then you would put other stuff on the sweater: Honor Society, S Club, 4-H. You put everything on there.

It was a pretty sophisticated little system, but kids definitely took pride in it. Sometimes I'd get laughed at, because I probably wore my letter sweater every day, but it was just who I was. It was part of my culture and how I saw my experience in high school. I definitely saw myself as an athlete, if you were to ask me what I was. And I was *very* encouraged by my father.

My brothers were always very supportive of me playing sports. They laughed at me, ridiculed me, but they had pride, and the same with my father. My mother struggled a little more than my brothers and my dad, because I grew up in a sports culture. My dad loved sports. He watched sports. He taught me to play golf; he taught me to shag basketballs; he taught me to shoot, as he did my brothers. He didn't differentiate me from my brothers in any way.

On the other hand, it bothered my mom. She wanted me to be more feminine. She wanted me to maybe think about cheerleading or think about something else, but she never, ever discouraged me, and she always took great pride. If I got an honor, or if I was recognized, then she would always take great pride in that. So she never stood

in the way of anything or implied that it was less than, but she always had this sort of wistfulness about her that I wouldn't be *so* athletic. [laughter] But it didn't bother her.

I always won the sportsmanship award, and while I didn't realize it at the time, I've now come to know those are given because you try hard. You aren't the greatest athlete, but you have a good attitude. That was kind of how I saw myself, as a motivator for my fellow team members, because I wasn't always the greatest athlete. There was always somebody on a team much better than I, but I was always in the starting line-up. I played a role of being not a great athlete, but a *good* athlete. I just kind of found my place in that world and liked it. I liked that role a lot.

And it sounds like you were an all-around athlete, playing many different sports.

Yes, and most girls did that then. You couldn't specialize because it wasn't sophisticated enough. I think there was a stereotype of women who played sports back then as being amazons, and there were some, but there was a wide range of girls who were athletic. It had more to do with coordination, and women who were coordinated were also good dancers, good cheerleaders, good gymnasts, so there wasn't a fear of your femininity. And there were some kids who weren't very feminine who were athletes, too, but there was this wide range, so that was the place where we all intersected.

Native American kids played on the women's basketball team. We did have a student body president who was Native American, but sports was a place where you would have a relationship with some of the Native American girls that you wouldn't have had in the classroom or walking around the halls, because everybody cliqued. You had your own little groups.

It was interesting. It was an intersection of different kinds of people. Farm kids didn't hang out with town kids, but with basketball, you had something in common. Or Mormon kids didn't hang out with non-Mormon kids, but basketball was where we all met. So we would have Native American and Mormon kids and some of the

cheerleading kids and then just the athlete-type kids, and we would all have this place where we were equal. You became friends with a broader range of kids than would have been normal, I think, for that era, where you often just had this narrow circle of friends. I felt like most of us who played sports ended up being leaders across the whole high school just simply because we had circles of friends that went beyond the normal circle that most of the other kids had.

Now, how many people were in Fallon at about this time?

As I recall, the county was 12,000—or not even 12,000—and the city may have been 4,000 to 6,000. It was bigger than Hawthorne and Lovelock and Gardnerville, but not as big as Carson City. Certainly, Elko and Fallon were a lot alike back then. We were bigger than the really tiny towns, but not big enough to be even close to Carson, Reno, or Sparks.

The high school then had four hundred students in the four classes. I had about a hundred in my class. Things like FFA (Future Farmers of America) and FHA (Future Homemakers) were popular, and 4-H was very big. Of course, the Mormon Church was a very organized group. And there were sports kids and band. It was pretty easy to be engaged. There was a lot going on for a small town.

There was a lot of adult interaction, lots of adults around. I was in 4-H, with lots of adult influence, and there were summer camps where you'd have a lot of adult influence. Then there was church. My church group was very active. I was in MYF, Methodist Youth Fellowship, and we had a lot of adults around. The minister was always there with one or two other adult volunteers, and we would go to other MYFs on weekends to have religious exchanges. We would go to Hawthorne and to Lovelock and up to Lake Tahoe, but we were always around a lot of adults. Same with playing sports. There were always two or three adults that went with us—the old concept of being chaperoned—so you were constantly in dialogue with adult influences.

Because my family didn't have much money, I worked five nights a week selling tickets at the theater in Fallon starting when I was fourteen, and it was the same thing there. My supervisors were adults, and they would talk about what was appropriate behavior. Then on weekends I would sweep out shops on Main Street, and the people I was working with there were adults. The stores were owned by people, not corporations.

So there was this constant adult influence around you, whether it was through church or through school or through work, and I think that created a balance for most kids. I think we were highly engaged, and even though it was a small town, there was a lot for us to do. It seemed like the adults in the community really supported us and were, in some ways, very egalitarian. I don't ever remember a lot of people denying me something because I was a girl. One year I tried to buck bales of hay, and I couldn't lift them, but I *tried*. I went out with my brother, and the farmer didn't care. If I could buck them, I could do it. He didn't care if I was a girl. So there seemed to be an atmosphere there that was pretty accepting.

Lots of girls did barrel riding, because the rodeo was very big. They didn't do so much roping or bull riding, but they would try once in a while. There were a lot of horse people and 4-H people, and maybe because farming was big then and not as small as it is now. Back then people had ranches, and I think maybe farm people tend to be more open that way, since everybody has to work, whether you're a girl or a boy.

There were certainly stereotyped roles, and you had to wear dresses to school and things like that, but there was also this sort of undercurrent. I was in an amazing community. When I moved to it, I instantly felt accepted, and it was quite different from the community I had come from. I had come from a community that was a lumber camp, and it was much rougher, much more violent. It had a skid row. It had a lot of domestic abuse subject to the crops of lumber.

Fallon was much more different. Even as a young person I noticed it. In Washington there were big, tall Douglas firs around us, so you were hemmed in. They called Fallon "the oasis," but

if you came from Washington, you laughed at the notion that what they had there were trees. But Fallon had this openness, and, ironically, it seemed that was how the community was. It had a sort of openness to it, even though it was very conservative politically. But in terms of encouraging development or achievement or supporting kids, it seemed right on task. It just seemed like we got teacher support, community support, for anything we wanted to create or do. People showed up at our events. As a kid, you felt supported.

You had mentioned 4-H and the Methodist Youth Fellowship group as two of the things that you did outside of sports and school and work. Were you involved with other groups?

Yes. I was involved. Well, I was just active. I can't tell you why. It's not like I consciously said, "I want to do this or be this." The town just sort of lent itself to that. So I was always a class officer and always belonged to a service club, Theta Rho (which was part of Rebekahs and Odd Fellows).

I eventually quit Theta Rho. I had joined when I was probably in eighth grade, because that was about the level it was. It was a parallel to Rainbow Girls, and there was an active group of them, too, but they were part of Masons and Eastern Star, and we were Rebekah and Odd Fellows. There was a group of us who were all friends. Many of us went to the same church, and one of my friends' fathers was the minister at our church, so we had our own little group. We all were in Theta Rho, but one of the members of our group was Japanese, Patsy Kusunoki. Anyway, we did not know about this, but about our sophomore year of high school when we went to initiate Patsy, the Rebekah women told us that she couldn't join because the oath said that we're full white blood.

That was my first experience with racism. My mom talked about it, because she grew up in the South, and she had some very strong biases about African-American people that she would verbalize. She would tell me that it was wrong, but it was how she grew up. So when we went to get Patsy into Theta Rho, they said she couldn't

join, so we all quit. It was probably time, anyway. It was one of those clubs where it was more for eighth, ninth, tenth grade, so I'm not sure we were that courageous by quitting, but it was the first memory I have of inequity.

The second memory had to do with the basketball team and the Indian kids. The Indian kids would disappear, and everybody at the school said they went to Stewart [Indian School, in Carson City]. But when we would play Stewart in basketball, they weren't there, so we all knew that really, the kids were dropping out, and people were just not paying attention. It wasn't uncommon to see a lot of Indian people on the streets of Fallon and a lot of alcoholism, so there weren't very high expectations. It was kind of like a rhinoceros in the living room, that you let this whole group of people subsist. So there were those pieces that came into my consciousness.

I remember walking out of Kent's store, and there would be two or three Native American older men who just looked horribly abused in some ways. Periodically, people would get beat up, and I would think to myself, "Why are these men here? Why do they sit here?"

If you asked people, they would say, "Well, they're not very ambitious." Then with the young people, we saw some cases where kids in eighth grade disappeared and didn't come back, and some of the farm kids, too. They just disappeared, and no one said much about it. You didn't talk about dropouts, but everybody knew they existed, so it was kind of interesting.

There were all these other little side scenarios going on, and that bothered me a lot, so I tried to get more involved in service clubs, because I thought there shouldn't be poor people. It just seemed unfair. So I belonged to a couple service groups, and then the yearbook, the school paper, groups like that. And you just did it.

Each circle brought in a different set of kids. If you were on yearbook, maybe five of the kids were in the group of friends that you saw consistently, and then maybe six or seven of the other kids weren't, so you would have that group. Then if you went over to the school paper, it would be a different set of kids, but there would also still be

that same five or six. That was true for the class officers, and it was true for who decorated for the prom and who showed up for car washes. There was always a core of kids who were more active than the others. But each group did have another circle of kids, so by being active, you pretty much knew every kid in the school or had some contact with them, because it was a small school. It wasn't teeny, but it was small enough to have a lot of interesting differences.

So with all of this growing awareness of different things, you graduated from high school and went to the University of Nevada. How did you end up here?

Well, a lot of it was economics. I had always wanted to go back to the Northwest, because I missed the green, so I applied to Oregon State. We had a counselor who was from Montana, so I applied to Montana State, I think. I applied, and I was accepted. I wasn't an off-the-Richter-scale kind of kid, but I certainly had good ACT scores. I was very good in mathematics and had participated in the state math exam a couple times, and I scored high enough that I knew I had some talent in math. Those tests were run out of UNR, so I had been on campus a couple times to take the exam, I think, my junior and senior years. I was kind of familiar with UNR and liked it, but I wanted to go out of state.

My school counselor said that these things cost money, and I didn't have money. [laughter] At the time, my parents weren't doing as well as they could have been, and we were kind of in a down period financially, so I had to start thinking about it. My friends were all picking their colleges, and one friend's dad was a graduate of Harvard, so she was off to Radcliffe. Another one of my friends was off to Oregon State, and another was off to one of the California schools. The rest were going to Nevada. Finally, it was just by default.

I realized I didn't have the money to go out of state and I was going to be lucky to even stay in Nevada, so I chose Nevada just because it was where everybody else was going, and I had no money. Back then it cost \$139.50 to go full time, plus room and board wasn't that much,

so I thought, "OK, that's where I'll go, and then someday I'll go to Oregon," which I did.

Were any of the women's sports at UNR recruiting at the time?

No. You didn't hear about sports until after we got here. I lived in Manzanita, and I was sitting in my room one day, and Mary White (who is now Mary Stewart, a faculty member) was the president of Manzanita Hall. A whole bunch of us were freshmen, and she came by and said, "We need people for intramurals," because each dorm had a team, and then the sororities had teams, and they played each other.

I went, "Whoa, this is perfect!" So we put together a little team and started intramurals, and once I went to the first intramural game, I saw this bulletin board that said WRA, Women's Recreation Association. When I looked on it, it had point systems, and it had all these intramurals, and I thought, "Wow, this is pretty cool!" So I became the freshman representative to WRA for our dorm, and that started my knowledge of women's recreation at the university

The WRA had a meeting every few weeks, and then it would set up the point systems for intramurals and organize them and manage them and hire the umps and the referees. So that's how I got involved. I was just randomly sitting in my dorm room one day when Mary Stewart came by. [laughter]

I started playing intramurals, and then, because I was the freshmen rep, my sophomore year I was elected the president of WRA, and that got me very interested in women's athletics, because we worked very closely with the Women's PE Department. And there were a couple of people in the Women's PE Department who were radicals for their time, supposedly. One was Jan Felshin, and the other was Ruth Russell. Then this debate about the role of women in sports was happening again, so I started hearing that, as all of us with WRA did.

On the WRA council there would have been one representative from each dorm, one representing independents. There would have

been one from each sorority—four there—so there were probably nine to twelve kids. Our advisors were these PE women, and so we were always talking about sports and women and how to make it better, and those dialogues often led to the role of women in sports. It became a topic again, something I had talked about in high school, but this was much more formal and much more intense, because we were organizing sports, and we wanted to play different colleges.

By then, of course, I knew a lot of kids from all the different high schools, because we had played each other in sports and also because of 4-H. Every year 4-H would have a summer camp, and the kids from all the high schools in the cities and counties would come. Then, of course, you would meet kids from other high schools at Girls State and Boys State [a leadership event run by the American Legion]. When I got to the university, there were, I would bet, a hundred kids I already knew from other towns. It was as if we just immediately all fell into thinking about our high school experience and then wanting a similar experience in college.

And Jan Felshin, one of the PE women, was a radical. I can't even tell you. She was a little, itty-bitty woman, but she was definitely what we would have called a "women's libber," and she clearly believed women had a right to equal opportunities.

She worked hard for us to get to play competitively, and the first sport she recruited a bunch of us for my freshman year was field hockey, which none of us had played. [laughter] Not a big sport in Nevada, but she was from the East. She had field hockey sticks and field hockey balls, and we had a field there, so we played field hockey. Then she took us to a tournament with Chico State and Humboldt State, and we just got our fannies kicked, because we had never played field hockey, and these kids had played it in high school. But we loved it. We just loved it!

She would have practice a couple times a week, so after class we would all go down to what was then Mackay Stadium—which was a football field and used to be right where we're sitting now—and we would practice field hockey.

We would practice and practice and practice, and then we would have these periodic field days. I think some of the people called them play days, but we never called them that. We didn't like the term "play," like it wasn't serious, because when we played, we were serious. And that was the beginning of playing intercollegiately.

When basketball season came it seemed to me that, officially, we probably had practice two or three times a week. Unofficially, there was a whole group of my friends and I in the dorms, in Juniper and Manzanita, who played field hockey, and then we began to play basketball, and we became gym rats. We just adopted the Old Gym—which was then called the New Gym—as our home, and right after my classes I would c—me up to the gym and hang out outside Dr. Russell's office or Dr. Felshin's office.

I wasn't a PE major, but my friends were, and they were all going to teach PE. I was, at the time, a math major, so I just humored myself by going up there and reading bulletin boards and then hanging outside offices. Then, eventually, if I hung outside their offices long enough, people would talk to me. They would ask me in, and then we would have these philosophical discussions about sports and women and PE. It was amazing.

I joined a group called PEMMs (PE Majors and Minors), and I switched my minor to PE so I could belong. That group promoted sports for women, and the advisors were Dr. Russell and a woman named Iona Mowrer, who was the dance and elementary games faculty member in the PE Department. Dr. Russell was the chair of the Women's PE Department, and then Dr. Felshin was the theorist. She taught theory of movement and some other theory classes, and she also coached the basketball team. She may have coached other sports. I wasn't in gymnastics, but there was a women's gymnastics group that had meets, and track and field who had meets.

The sports were mostly coached by women's PE teachers, but gymnastics was coached by Dr. Twardokens and [Robert] Laughter. When it came to gymnastics and track and field, I think the men's PE teachers crossed over and did both the women and the men. The men, of course, were in a highly

competitive environment, but the women also had meets. There was also some tennis. I think Dr. Laughter was involved in tennis, and a couple of the women were great tennis players.

My first year there were teams in field hockey, basketball, gymnastics, track, volleyball, tennis, and softball. Dr. Russell and these women PE teachers were managing all this, and I think as talent came in, they sort of moved with the talent. So with tennis, there were just a few kids, but I think they figured out ways to get them competition. How organized it was I don't know, because I didn't participate, but I do know the kids were always talking about doing things and going to meets.

We had some of those sports, of course, in intramurals—gymnastics, certainly, and tennis—so we had a pretty broad-based intramurals program, as the university does today. I think over 5,000 kids play intramurals here today. It's huge. It was the same then, only some of the spin-off was that some of the kids would also play in these intercollegiate field days or play days.

When you were talking about practice time for the basketball team, that would have been the team that went to one of the field days?

Yes. We had intramurals, but then, separate from intramurals, there were these intercollegiate teams. There would be a number of different schools at a field day. The most common groups for us were American River, Sac[ramento] City, and Delta College in Sacramento, and then Chico State and Davis. If the field day was at Davis, we would probably see American River or Sac City, Davis, and Chico State. Then every year we went to Humboldt State, or Humboldt State came here, and at Humboldt State the teams would always be from Chico State, Humboldt State, and Nevada.

Less frequently, we would see San Francisco State and San Jose State. We did go to San Jose State for volleyball tournaments, because they had a couple Olympic volleyball kids, so they, of course, needed competition. They would invite us from as far away as Nevada to their field day.

If we were at San Jose State, then we would see Hayward, San Jose State, and San Francisco State.

We played UCLA once in basketball when they were on a trip somewhere and called us and asked if we would play a game with them. So it would kind of work that way. It wasn't like every year you were guaranteed so many games or a pre-determined schedule. Sometimes we knew about what our schedule would be: the Sacramento group and then the Chico State-Davis-Humboldt State group. Those two would always be set, but then the coaches were always looking for other teams, or the Sacramento teams would come here, and we would go there.

Travel was a problem, because back then the weather was a huge issue. Donner Summit wasn't cleared, and it closed frequently. There was more snow, and it was only two lanes, so there were times when you had to be careful. You would have to cancel if you couldn't get there. And we would get up at what seemed like four in the morning, and we would leave the gym at five to get to Sacramento in time for a play day at nine. Even as a young person, I remember just being cold and stiff after traveling over Donner, but it was worth it to us, just the idea that we got to play.

We didn't have uniforms. We had what they called pinnies [a type of pull-over vest, usually worn over other clothing], so we had to wear white shirts and white PE shorts, and then we had these pinnies. They looked like billboard sandwich signs, but they had a number on the front and back, and you tied them on the sides.

For basketball, how many field days would you say that you went to per season?

I was thinking about that, because it felt like a lot, but maybe that was because we wanted it to be, because we remembered every score and every game and every detail of every game. Certainly, there were at least three or four. There were the ones here, where we would bring teams to Reno, and it seemed like Chico State and Humboldt State or Davis came here, and then definitely the Sacramento JCs [junior colleges] came. We saw Sac City and American River a lot, and Delta less

frequently, but we would see them when we went to Sacramento. That seemed to be the pattern: Davis, Chico State, Humboldt State, and then seeing the JCs a couple times.

Ironically, we didn't think much about playing JCs. We didn't see ourselves so that that was somehow out of our league. Isn't that funny? We saw Sac City and American River and once in a while Delta, and it was cool that you got to play basketball. You didn't think, "Wait a minute, they're junior colleges!" It was somebody to play against.

The problem with memory, when you look at something like oral history, is that as players we weren't seeing what Dr. Felshin and Dr. Russell were going through to schedule these games, so we don't really know what the nuances were of how they created this or what their motives were. We were mostly just kids who wanted to play sports, and the idea that we were playing another school was huge to us, because intramurals weren't much fun if you were athletic, since in intramurals there were a lot of kids who couldn't play at all.

It would just drive you nuts to play intramurals, and a lot of us quit playing once we got involved in the intercollegiate teams. I never played intramural basketball again, because I could play intercollegiate and go to practices and be in a more competitive environment, and that was what I liked. I would play intramurals in other sports but certainly not basketball. Volleyball was OK. Intramurals were fun, but not softball or not basketball, because it just would drive you nuts to have kids who couldn't catch a ball or kids who couldn't throw a ball. They couldn't shoot a ball. You would just think, "Oh, please, don't make me play this anymore!"

But there was a cadre of kids who played almost all the sports, and then there were some who only played a few, like the gymnasts. Some of the basketball kids were gymnasts, but a lot weren't. There was a lot of crossover, though, with the big sports—with softball, volleyball, and basketball. Those kids, almost to a T, were the same kids, with a few added in or taken away, based on the sport. For example, not all the basketball/softball kids liked volleyball.

Intercollegiately, I played field hockey, basketball, volleyball, and softball. Field hockey was just my freshman year. Dr. Felshin left, and they brought in a new coach. Then I was injured my sophomore year and did not play again till my senior year. I had had this City League injury between my freshman and sophomore year, which hurt my knee, and so when it came time to play basketball, I couldn't make it. My knee was not ready, so I took on a political goal of getting more support for women's sports and moved to the political realm of WRA and then AWS, the Associated Women Students.

In some ways it was an interesting experience, because I was a player, and I would describe myself as a *reluctant* leader. I'm a shy person by nature, but I've been thrust into being more outgoing than I am, so I'm always outside my element. When I got involved in campus clubs and organizations, it wasn't my nature to be a president. In high school I had consistently been a vice president of everything, so it was kind of ironic, because suddenly I was the president of the Women's Recreation Association. So this sort of political persona developed, and it seems to me that I was somewhat encouraged by Dr. Russell.

I was also at the same time on a parallel track at the dorms to become an RA (Resident Assistant), which paid room and board, and the advisor to the R.A.'s was Roberta Barnes, who was then the women's counselor or assistant dean of women, I think. She was a person who thought about inequities, and every day after class I would go by Dr. Barnes's office and visit with Jan Howells and the secretary, Jean Vaughn. I would sit there and talk and talk and talk, and then finally Roberta Barnes would let me come into her office and say a few things to her or Dean Mobley. Elaine Mobley was the dean of women, and I would stop by her office, and sometimes they would put me to work. I would alphabetize cards or do something, but mostly I just would hang out.

I would have conversations with Roberta Barnes, and I think at some level she was challenging some of my leadership ideas, because I was anti-Greek [in the sense of being opposed to the sorority and fraternity system]. Sometimes

it was just to try to get me to be more thoughtful about how I did things. But in the course of her teaching me about thinking more broadly about issues, I think I began thinking about this inequity for women in sports.

For example, when we would travel, we usually couldn't spend the night, and sometimes when we did, we would sleep on floors in gymnasiums or we would have to stay in the apartments and houses of the students who were inviting us. It didn't create a greatly competitive environment, if you were having to stay with the people you were going to be playing against.

There were some issues that we could see, but we weren't confident we understood yet, that were impeding the level of competition for sports, and we knew it. Because I was low income, I remember thinking how much it cost just to have *lunch*, because we were paying for lunch at the dorms, but we weren't there on Saturdays to get lunch [because of the field days]. At first we couldn't even get boxed lunches, so we worked with Bob Kersey in food services to see if we could get them, and little things like that began to happen.

I remember appealing to ASUN a few times for money when I was at WRA so we could provide more of a subsidy for women's sports. Not knowing the budget structure, I'm assuming the PE Department was bearing the cost of the motor pool to drive us, but these women who were the PE teachers, I have to give it up to them. They were taking their Saturdays to drive us, and it wasn't like two hours of a Saturday. They were leaving at five in the morning and not getting home till nine at night so that this group of kids could play sports. And they were doing that with how many sports? With how many different kids? And you never heard them complain about it. It was almost like they wanted us to have more. They debated the issue of how competitive women should be and what the right role was for women in sports, but they never debated whether we should have the opportunity.

I think Dr. Russell was more conservative and wanted women to have competition within our own ranks. Dr. Felshin—then later Joyce Weibler, and even later Gail Sherman—was younger and

probably pushed more for the really competitive environment. I think Iona Mowrer was more of the old school, and there was another woman, too.

I didn't know the PE people as well because I wasn't a major, but I was a minor. But as a minor, I didn't like the activity classes, so I took mostly anatomy and physiology, kinesiology, physiology of exercise, tests and measurements. I took the theory classes, not the activity classes. The PE majors themselves had to take every sport and games and all that, but I didn't do that. I just took the theory classes, so I had more men than I did women, as far as teachers, because mostly the men taught the theory classes, except for Dr. Russell. She taught physiology, but physiology of exercise was taught by Dr. Laughter, and Dr. Broten was the other male. But I remember meeting with the men's athletic director, asking for more support for women. At the time I think that was Dr. Broten.

PE and athletics were mixed at the time, and the coaches all taught, so it was hard to say who was where. Some didn't show up. I took golf from Jack Spencer. He was the [men's] basketball coach, and he lined us up on the football field, and we hit whiffle balls. We didn't see him much after that. We would just go get our clubs and take the whiffle balls and line up, and once in a while he would come by, and that was it. The same with Floyd Edsall, who was the track coach. We would take a test on the rules, but those guys weren't very engaged, so it was probably smart they separated out coaching from PE. [laughter]

The women were different. The women clearly were teachers first, and the athletics were something they did as an add-on to their time. How they managed all that and what kind of workload considerations they got were pretty invisible to us, but as students, they clearly supported our efforts wherever we were going.

Politically they supported us. If we wanted to put more pressure on getting more sports, more games, I didn't see them trying to hold us back ever. You could tell sometimes we were pushing their boundaries, because they would get kind of quiet, or they would say, "You might want to think about that strategy."

There was a lot of advice giving, but we clearly felt like we *needed* things. We needed weights. We needed better coaching. We needed more assistance to understand strategy. I remember going to the library and checking out books on basketball theory and reading them and thinking to myself, "Shouldn't I be being coached better? Shouldn't somebody be teaching me about more theory, and shouldn't I be better? Strategically, shouldn't we be a better team?" So it was a curious kind of time.

All of us as kids—plus as teams—knew we weren't getting what we needed. We just didn't know how to define it, *per se*. We were all buddies and would hang out in the dorms or on Sundays—because we didn't get fed by the dining commons that day—we would just hang out and play pick-up basketball on open courts or at the gym if we could get in, and we would talk about this issue.

We would talk about sports, and some people actually wanted to have careers. Bonnie Johnson from Yerington, who was an amazing athlete, did actually go on and play professional softball and thus became one of the first people we knew to do that. Later, Lue Lilly hired her as a softball coach at Berkeley, even though I don't think Bonnie ever got her BA. But she did play pro softball. She was that good, and we knew it. I mean, when Bonnie pitched, we knew. She was a class above the rest of us, and in basketball, too, she was capable of scoring a lot of points. She was a true athlete, and there were a couple others who were, but most of us weren't. Most of us were just hardworking, athletic, but not athletes. Today, I don't know, but for our time we were athletes. [laughter]

When you were talking earlier about all the support you got from the female faculty, a lot of that seems to have been on their own time. You talked about having to travel and stay overnight in gyms and on people's floors. What were the men's teams getting at this point?

Clearly we didn't know how they traveled. I couldn't tell you if they had buses back then or how they traveled, but we did know they got fed and they got housed. We knew it. It was

very clear. Thousands of people went to their games. They played in the Old Gym, and it was always full. I was, of course, a student during the great basketball years of Nat Montgomery, Larry Moore, Bill Nicholson, Frankie Bruno, and Hughie Gallagher. So some of us knew the local kids—Frankie Bruno, Hughie Gallagher, Mike Olivas—and then the others were recruited here from other places. Nat Montgomery and Larry Moore were from the Midwest, but that team went twenty wins in 1965 or 1966.

Those guys were pretty good to us. We would see them, because if you were a gym rat, you would see people. They had a formal practice time, and we always had to work around it, and we knew that. They were center, and we were peripheral. The guys themselves would tease us, but they also were pretty supportive. They would do scrimmages with us once in a while if they got out there early. The coaches would yell at them, but for a few minutes we could play one-on-one with them, and they were always pretty good guys. They didn't seem to ridicule us or make fun of us or anything.

The general student population was more negative. The male athletes, I guess because we saw them in the gym all the time and because we saw them sometimes in classes, were kind of like, "Yes, this is just another set of girls who are athletes." The non-athletes would kind of make fun of us, because we wore shorts and tennis shoes, and you didn't do that then. Today you wouldn't think anything about it, but then it was kind of *odd* for girls to be dressed up like they were playing a sport. And we would wander around like that. I wore high-top tennis shoes because I had bad ankles, so that became kind of a joke about the girl with high-top tennis shoes.

In the dining hall, people would bark at us sometimes or tell us we were ugly because we were jocks. They would call us jocks, which was a negative term for girls at that time, because it was associated more with jockstraps, so that meant you were masculine. And you know what? That hurt our feelings a lot, because it wasn't what we were thinking. It wasn't about not being feminine for us; it was about loving something, and in our

case it was sports, so we always found that sort of disconcerting.

We wondered why boys found it necessary to ridicule girls who played sports. We couldn't wrap our brains around it, because we didn't feel it made us less feminine. We felt that in some ways we were better because we were fitter. We didn't use that word then, but we certainly knew we were stronger than most women, and, of course, body image then was a little different, because it wasn't like today where skinny is in. Back then you had the Marilyn Monroes and the Rosalind Russells and the Jayne Mansfields, so women were not thin. So it wasn't about thinness, but certainly we knew health-wise that we were stronger. So at some level we thought, "Wow. Do you want to marry somebody who's not fit or healthy?" Those weren't necessarily the words we used then, but it was in our mind.

I had the same boyfriend from high school to college. He went away to college, but we were boyfriend/girlfriend all through college, and he had always supported me playing sports. He had always said he thought it was a positive and that it developed leadership skills. He never could make a varsity team, so for him, all the things he wanted, I was being able to do, because the competitive level of girls was obviously less then. In some ways he encouraged me vicariously, I think, and he always went to my games and never, ever made fun of me for playing sports. Often when I was in City League he would drive me to things.

Most of us also played City League here in Reno to keep active. We would not only play sports at the university, but we would find City League teams through the rec departments and play volleyball, basketball, and softball here locally. You were actually playing two places simply because you loved it and you couldn't get enough. So you'd find these other ways of getting to a competitive level that you felt you personally wanted.

There was a lot of ridicule from the fraternity guys. I think a lot of sorority girls felt pressure not to be involved or not to focus on sports, not to talk about it too much—although most of the girls who played belonged to sororities.

Do you think it was a form of gender discrimination or that there was an undercurrent of homophobia, even if you weren't necessarily thinking about it in those terms at that time?

Yes, because homosexuality wasn't really a public dialogue. I know that we were shocked. We learned one of our PE teachers was homosexual, because she had a picnic at her home at the end of that year, and she and her partner only had one bedroom in their house. I remember us going back to the dorm going, "Oh, do you think they're homosexual?" and being so shocked by that. Some of the kids we knew, a couple of the girls, it might have been an issue, but most of us, no, it wasn't.

There was that illusion, that when the boys would make fun of you, they wouldn't say, "Only lesbian girls do that," but clearly, you knew that that was what they were implying.

And you felt a little pressure. "Should I grow my hair longer? Should I wear a dress more often?" You felt like you had to make sure people knew you weren't homosexual, because at that time, of course, it had only a pejorative meaning to us. And here we were, adolescent or late adolescent girls, and we wanted to have fun. We wanted to date. We wanted to go to movies and go to dances, so to be seen that way was frightening. So you would find yourself thinking about it.

I know one year as a team we voted only to wear skirts to games, because we didn't want to be seen as *jocks*, and what we really were saying is we didn't want to be seen as lesbians, but we said jocks. But when we would travel, we would actually wear skirts so that after a game, if we walked into a restaurant, people wouldn't look at us and say, "Oh, look at them."

So there was a subtle consciousness about it, and then, as I said, when we discovered a couple of our teachers were homosexuals, we would sit around the dorm and talk about it. It was *such* an untalked-about subject then, that it was like, "Oh, my gosh!" and there was a kind of a worry that we would be seen that way. And then for the kids who *were*, we were in this sort of dilemma, because they were our friends. But then you start

worrying about how you were going to be seen, so you just always were in this struggle about it.

I remember feeling particularly concerned about it, because my boyfriend was at a different school, and so I didn't date anyone on campus because this was someone I had been dating since eighth grade, so I was being faithful. I would go up to Oregon State periodically, but mostly I was on my own.

Do you think that there was an overall knowledge in the department about the PE teachers you mentioned? They were obviously at least reasonably open with some of you at the end of the season.

And those teachers were leaving the university.

When they let you know about this—in an admittedly rather subtle way—did they know that they were leaving?

Time-wise, I don't know. I remember being shocked by it.

Or were they asked to leave later?

Yes. I shouldn't say "most," because I don't have a count, but a number of the women in the PE Department were unmarried. We knew that, so there was always that sort of undercurrent, but there was never, ever anything obvious to us until this one barbecue picnic at the end of the year—for the PEMMs, I think it was—and then it dawned on us, "Oh, wait a minute!" That was my freshman year, so I think after that we were much more aware and watched things differently.

We were curious sometimes if those women got treated differently by the men because of it, and we wondered if it was part of the problem for the PE Department for the women—that we didn't get the same resources because these women were seen as homosexual and therefore, not deserving, that it was promoting that. Once in a while we would have those dialogues as kids, but for most of us, it was just that we loved something and we wanted to play. It wasn't a big, heavy thing all the time, but once in a while we would get off on that

subject. We would talk about it maybe after a trip, and we would be curious.

I think there were some subtle repercussions for the female faculty. It seemed that way. Then some of the kids became more "out"—that would be the word we would use today—about their homosexuality. So just because of the era, that became a point of discussion.

It was kind of a confusing time, because we weren't talking about homosexuality, and yet here was a set of kids who we clearly knew were, and then the faculty members. But at the same time we were trying to forge our own way through life, and we wanted to play sports but didn't want to become labeled. Yet to say we didn't want to be labeled was denying the humanity of our colleagues, of our fellow students, and so we had no language for it then. It just became a point of discussion once in a while, and I think the kids who were homosexual found their own ways to cope with it.

As time went on, you could see the groups separating a little bit, and you knew some kids bridged both groups and some kids didn't, but you clearly saw that it was an unspoken issue sometimes. You might speak about it in the context of, "Did you know?" and, "What does that mean?" but you didn't speak about how it could affect a team or how it could affect relationships, and you saw the kids struggle themselves. Some of the kids drank too much because maybe they were struggling with it.

Now, as I reflect back, I see patterns that hadn't occurred to me, that it was about this sort of societal taboo, so their struggle must have been painful in ways I didn't understand. They probably sensed this sort of struggle that the other kids had about not wanting to be associated, yet we *wanted* to associate, because these were our colleagues. These were our friends and they played sports, too, but at the same time, you didn't want to be labeled. So you found yourself in this sort of approach-avoidance relationship with other students, and you didn't want to admit that that was what you were feeling, and so you struggled with it.

And there's so much identity building going on in college anyway during those years.

Yes. And it just wasn't acceptable. I don't think I ever met a man during that era who admitted being homosexual, but certainly women I did, and maybe the women seemed more *visible* to us. But it was definitely there, and it was definitely painful, I think, for some of the kids. And it was integrated somehow into this women's sports scene, and it would get talked about once in a while in a public forum, but it was just kind of surfacing then.

It's a lot like when I took sociology. People talked about race and poverty as if they were the same, and it was like women's sports and homosexuality became the same way. Of course, it was like race and poverty, in that there are more people of color who are in poverty proportionately, but it doesn't mean if you're an ethnic minority that you're poor. And it was the same about sports. It was as if they had become somewhat at cross purposes.

When I took sociology and anthropology classes, or my friends took them, we would start to see how some things get inextricably bound that aren't, or don't have to be, although there might be things to look at, proportionately. So, intellectually, it was also kind of interesting, because we could see this pattern evolving that sports were somehow for a different kind of woman, and it's something that I'm actually quite pleased with when I look today. I think the Olympic sports have helped a lot, because now when you look at women athletes, the issue of homosexuality is not your first thought. It's not even close because there are so many more opportunities for women. The breadth and the types of young women that participate in sports now are just a wonderful cross-section, because now we've gone from a few hundred thousand women in sports to millions. So right there you can see that it's much more representative.

Do you think some of this, too, might have had to do with the whole Cold-War mentality and what some of the Soviet-era teams and the Eastern-bloc teams were doing with steroids?

I hadn't thought about that, but you're right. I remember more than once we would be watching

Olympics or some sporting even on TV, and we would say, "Is that a boy or a girl?" There was that whole Eastern-bloc issue and I think an era of more dichotomous thinking. We were coming out of the 1950s, and it was a bit like things were black and white, or right or wrong, or up and down, so there was that dichotomous way of thinking. There wasn't a lot of wiggle room for thinking more along a continuum or more about the nuances of issues, because communism was bad and democracy was good, and there wasn't anything about the nuances of, say, socialism, which kind of has its foot in each camp. There was good and bad, good and evil. We were coming out of an era where people were starting to challenge thinking, because we had Vietnam happening and the women's movement. The environmental movement was just getting some pace, and so we were starting to think about this broad base of issues.

Academically, it was an interesting time, because these things were being thrown at us as students, and then we were also living them. We were living in this world where we were women playing sports, which meant we were crossing into a world where there were homosexuals, and we were crossing into a world where there were people of other color, because we could see more minorities. Even when we'd go to Sac City or Sac State or Chico State, we were seeing black students playing sports, which we didn't see here. So it was moving from that realm of high school, where there was a sameness, to this realm of college where there were differences. You were seeing more rich and poor, and so it was an interesting kind of convergence of events in our society. And on top of it there was this group of kids who wanted to play intercollegiate sports. [laughter]

It wasn't like it was a big social thought, but clearly, as we were going through our academic curriculum, we were seeing parallel kinds of issues. So when I was in political science and we were talking about some of the political systems of America, I was sitting there thinking of the inequities for women. You just couldn't separate them. They were happening to you at the same time. You were reading on one side about

academic kinds of issues and issues of equity for blacks and whites and low-income and poverty and race and culture, but then on the other side you were *experiencing* a level of inequity.

I remember writing a letter to the editor of the *Sagebrush* about the lack of women on student committees on campus, because ASUN would just appoint Greek [fraternity] guys. So I remember coming into awareness of these inequities, and certainly how we were treated because we played sports felt pretty judgmental and pretty unfair. It was like, "Wait a minute. I'm just a kid like *you're* a kid. Why are you judging me this way just because I want to dribble a basketball? Why is it we get made fun of because we want to dribble a basketball instead of jump up and down with pom-poms? I mean, it's the same thing! They're physical activity. One's just dance based." But we knew why. It was because we weren't seen as being *as* feminine as the cheerleaders were or the gymnasts.

All that felt pretty lousy. You wanted to be seen more positively, so sometimes you just rebelled and acted more bizarre. [laughter] You just thought, "OK, this is what I'm going to do. I'm going to wear my high-top tennis shoes with my skirts." I did! At some point I just lost my brain, and it quit mattering to me at some level. I wasn't particularly political, but it just quit mattering that people were going to make fun of me. I just finally had to reach a place, find some home that said, "I would rather play intercollegiate sports," as then defined, "than not. I don't care that I'll look better if I don't." Just the idea of being able to play, I thought, "Wow! I'm going to do that. That matters."

You've described the different teams as a whole, but I was wondering if you might want to talk a little bit about some of your teammates—who some of the leaders were, who some of the standouts were, or who was memorable for other reasons.

Certainly the same kids were standouts for all the sports. In my freshman year, one was a young girl named Bonnie Johnson, and as I mentioned earlier, she actually went on to play

pro softball for a team in San Jose. She ultimately was a softball coach at UC Berkeley under Lue Lilly for a few years, and then she left again, and I think she actually moved back to Nevada after she retired. I think she worked in a food corporation—something like a Raley's. Anyway, she clearly was a standout athlete in basketball, volleyball, and softball. She was just an amazing kid. She wasn't particularly big—probably five-four or five-five—but just an amazing athlete, so she stood out in all the sports.

Another kid was Kathy Leonard, now Kathy Odyanski. Kathy grew up in Virginia City and used to tell stories about playing against Hughie Gallagher, and she had gone to high school with some of the males that ended up playing for Nevada for a couple of our famous basketball teams. Kathy was certainly a standout athlete in all three sports: basketball, volleyball, and softball, although basketball was her favorite, as I recall.

There was a woman named Frances Spikes, who was from Sparks, and she definitely played basketball. I don't remember her playing volleyball and softball, but she may have. In basketball she was taller than most of us, and she stands out in my mind because she started wearing weights on her ankles and talked about working out with weights so she could jump higher. She was probably five-nine or five-ten, which then was a pretty good size. She talked about working out with the weights and wanting to lift weights so she could get stronger, and that was interesting to me, because then mostly we would run and scrimmage and run plays and defensive plays, but we didn't really do weights. She was the first girl I ever heard of that talked about doing weight training, and she was doing it on her own. She was out of Sparks High, and she actually lives in the area still. I think she runs a landscaping company.

Those were the kind of standout kids there were, and then there were some other kids. I'm trying to remember Linda Garcia's maiden name, but she retired as a counselor from the school district a few years ago, and there was another kid named Joyce Hoffman. (That's her married name.) But Joyce and Linda both are retired counselors from the school district, and they both played

on pretty much everything—basketball, softball, volleyball. Joyce still plays City League softball, and I think Linda does, too. They're now in their sixties.

There was another kid named Barb Simons. She's a teacher in the school district, and she was the tallest. She played center for the basketball team, and she also played softball, I think. There was Carla Rost, who lives up in Oregon. I don't know her married name, but she was an outstanding athlete in all sports. She was like Bonnie, and Carla's nickname was "Scrappy." She had red hair and a real temper, and she and Bonnie were very, very competitive. In today's market they probably would have been true intercollegiate athletes, even at the current competitive level. Probably not the rest of us. [laughter] Kathy maybe. But Scrappy lived and died for sports.

Diane DeReemer was a basketball player, and I don't know her married name. With some of the kids, if I know them now, I know their married names and can't remember their maiden names. And if I knew them then and not now, I knew their maiden names and can't remember their married names.

There were some other kids that came along later that I didn't know as well, because I was injured the summer after my freshman year and had knee surgery, so I became more interested in the WRA and the Associated Women Students and the politics of women's sports and didn't play for a couple years. I played again in my senior year, and there were other kids playing on teams as well as this group of juniors and seniors that had worked their way through, so some of the kids I didn't know as well, and I can't remember their names.

Usually, the best players, like Bonnie and Carla, or Frances, were always the captains. The captains did the coin toss. My freshman year the coach was Jan Felshin for basketball. My sophomore year I started the season and then got injured, and the coach that year may have been a woman named Wycoff. I think she coached my sophomore year, then Joyce Weibler was there our junior and senior year. They were all very different. Jan Felshin was really an

inspirational coach, whereas with Mrs. Wycoff it was like she *had* to coach as part of her teaching assignment. Then Joyce Weibler was really kind of an aggressive, you-couldn't-do-enough-for-her kind of coach. [laughter] She was intense and very competitive. The coaches were competitive, except for Mrs. Wycoff, and she treated it like it was an assignment. The other coaches wanted to win, and they saw it as wins and losses. It wasn't just recreation. It clearly had a feeling of intercollegiate competition, even though it wasn't officially called that.

How many practices a week would you be having for basketball or softball or volleyball?

Because we would practice on our own, it's hard for me to remember how many were official and unofficial, but it seemed like we were going up to the gym in the afternoons a lot, so it was pretty substantial. Maybe two or three times a week.

We would run a lot. We would run around the upper deck of the Old Gym, up and down the stairs and around the concrete, then we would do warm-up stuff. We were supposed to shoot free throws before or after the official practice, then we would run some plays, talk about defense and offense. Sometimes we would just sit, and they would teach us about defense and offense, drawing up plays. I don't know that we ran them that often, but we certainly had them. [laughter]

The reason I was asking about this is that I was talking to someone recently who said that there was such a big difference between playing in high school and then playing in college, because she suddenly had coaches who expected much more discipline, and if you didn't show up for practice, you didn't play.

Yes. I don't remember anybody not showing up. It seemed like everybody came and worked pretty hard, because you were pretty much playing on your own. You were playing for yourself, because there were play days, and you were representing your school, so you wanted to be there. There were some rules, because I

remember one kid was asked to leave, but I can't remember why. There were expectations, but I don't remember them in detail, because I was kind of a compliant kid. If I was told to do something, I did it, and so I didn't notice the kids who didn't, per se.

Were the women's teams in a conference at that time?

Well, it wasn't called a conference, but it clearly would have been the equivalent of the Far West. It would have included Chico State, Humboldt State, Sac State, San Jose sometimes, and then the Sac city colleges—American River, Sac City, sometimes Delta. That was a side group that would invite us. That's how we met Lue Lilly the first time, who would later end up at UNR after I left [as the women's athletic director]. She was the coach of the American River team, and she was also a common referee for our basketball games. When we played other tournaments, she'd be the ref.

We did have a rivalry with American River—which was interesting, because it was a JC—and that may have had to do with Dr. Lilly. But certainly it drove us crazy, because they were fast and aggressive and scored a lot of points. For basketball, we were caught in that world when there were six players, and you went three and three. There were three guards and three forwards, and you couldn't cross the center line. Then later we went to rovers, where there were two permanent guards, two permanent forwards, and two people could cross the center line. Then we went to five-woman basketball, all within my time, from 1964 to 1968.

It was an interesting transformation because there was a whole set of us who were permanent guards who suddenly had to play full court, and then there was a whole set of kids who had only been forwards who suddenly had to play defenses and rebound. It was interesting being in that transition, because we *hated* having to play where we couldn't cross the center line and we had a limited number of dribbles. It drove us crazy, so as soon as practice was over, we would

scrimmage full court. But we were caught in that transition period of the rules, so for that reason we did get a lot of instruction. I had never played forward. I had always been a guard and specialized in rebounding, so to suddenly have to dribble the ball and play full court was a very difficult transition.

But our big rivals were American River and then Humboldt State. We used to joke rudely—but we were kids, so you're prone to rudeness—that they were amazons, because the women who played for Humboldt State were always bigger and rougher than any of the other schools. You know, you don't want to have these stereotypes, but their mascot was a lumberjack. [laughter] We just had this feeling that they were lumberjacks. They seemed so much bigger than we were, but not faster, so whenever we played Humboldt State, we kind of braced ourselves for getting *literally* knocked around, beat up a lot. I remember after basketball games just almost being bruised, because I got hit so much. At that point during those years of transition, the game was getting a lot more aggressive for women.

For me from high school to college, that was the biggest difference. In high school you never, ever touched anybody, or it was an instant foul. In college people were turning their backs and dribbling into you and pushing you, and when you went for a rebound, suddenly elbows were finding you. It wasn't like today, by any means, but it was still a lot more aggressive than high school had been.

Suddenly you were having to hold your own in a different way, and the coaches would talk about that. They would say, "You know, it's a psychological game. Talk to people out there." I remember thinking about that a lot when I would be guarding somebody. I would be talking to them, saying, "Do you really think you can dribble that ball that way?" Or I'd be saying funny things to them, like, "Have you noticed your shoelace is untied?" You would do stupid stuff like that.

And you were a psychology major at the time, too, so you had a leg up on that.

Well, yes. It was a psychological game. I know it was getting competitive for that reason, because I can remember trying to find little devices to outfox the other person. I actually had a game where I fouled out. I had the record. I fouled out in less than two minutes or something. This is when I was a senior, and I wasn't in the starting lineup—I was the sixth person. I was the first substitute in, and they would send me in to guard a high scorer. We had a defense where we did a four-person zone, with one person on the high scorer for the other team. I was the guard on the high scorer, and I managed to foul out in less than two minutes just because I was like a puppy dog. They said, "Go stop her," so I stomped on her toe once, and I accidentally knocked her over once. Anyway, it became kind of a team joke about, "Go get them, Patty!" So that was my bad senior year.

A little earlier you were talking about Ruth Russell, who was the women's athletic director when you were there. What was she like as a coach or as a women's A.D.?

Well, she was a contradiction, because she was a big woman, she was pretty sloppy, her slip would show or she'd have rips in her dresses, and she wasn't a particularly attractive woman, but the more you were around her, the more you appreciated the substance of her character. She really had the students as her primary focus, and she dedicated a great deal of time to all of us. I mean, we would go in and visit her. And she smoked like a fiend. Oh, my gosh, she smoked! Back then people smoked in their offices, and they smoked at the basketball court, and they smoked everywhere. And she wasn't a coach—she was the chair of the department, and she taught courses. I took kinesiology from her. She had kind of a different voice, and she had a presence. I don't know if it was because she was so large. I'm thinking she was six feet tall, but maybe she wasn't, and she wasn't thin either. She just had this presence.

Then she had this voice, so she commanded attention, but she was interesting because she mentored a lot. When we were working with

Women's Recreation Association and intramurals, she would definitely help us make sure that everything was set up right and we had our umpires or referees and scorekeepers. She made sure all that stuff happened. And it was the same with our trips. We always had state motorpool cars, and she always made sure there were drivers, and she drove many times herself. And because she was this large woman and somewhat crumpled, she also sometimes had body odor, and I always had to sit next to her. [laughter] Don't ask me why. I just got picked.

When we would take trips to games, she would drive, and she smoked. I remember sitting in the middle seat of the station wagon next to her, and my whole focus was on the ashes on her cigarette and whether they were going to fall in my lap or not, because she would have them on the side of the steering wheel, and the ashes would just get longer and longer, and I'd say, "Please, flick that thing." My father had smoked, so I didn't think too much about the smoking, but it was just this constant worrying about the ash.

Then she was a talker, so she would be driving down the Feather River Highway to go to Chico State, and she would be turning around talking to the kids in the back seat. Back then cars didn't have all this stuff on the wheels so that they didn't tip over, so the car would be swaying, and she would be talking and smoking. And after we would get home, *all* of us would sit in the dorms and just laugh and tell Ruth Russell stories about almost thinking she was going to kill us.

She was a talker, but she was real supportive. You just never, ever felt like you were out there by yourself. I remember as a kid sometimes I would just get tired of lower campus, which is ironic now when you think about athletics and where they are. Anyway, back then the Old Gym *was* the upper campus. I would get tired of things, and I would go and just talk to Dr. Russell—just go in her office—and she always had time for me. There were usually two or three of us, and she always put down whatever she was doing. It was usually Kathy Odyanski and Scrappy and I, or it was Kathy Odyanski and Joyce and I, and we would go in to talk about something—upcoming play days or something to do with intramurals or our classes.

Sometimes we would go in and talk about boyfriends, and she always was supportive. She would always encourage us or tell us not to worry. For example, if people had made fun of us and we were feeling hurt or wondering if we should do something about image. Like with the PE major group, those kids were always worried about their images. She always had good advice, but she never told you what to do. It was always more about helping you find your own solution.

She had a wonderful balance as an educator but was a character to behold. I mean, if you looked at her, you were so judgmental, and then as time went on, you just came to appreciate her advice and her commitment and her willingness to support kids who wanted to play sports. But at first you thought, "Oh, my gosh, look at this woman!" [laughter]



Ruth Russell

It sounds like outwardly she may have been the female version of the stereotypical absent-minded professor.

Yes. And then the woman athlete, the Amazon. But definitely the absent-minded professor. When I took a class from her, she would just turn around in mid-sentence and look at us periodically like, "What was I talking about?" Now that I'm an absent-minded professor myself, I know how that happens, but then it seemed strange.

And the male athletes would make fun of her, and they were sometimes just so stupid. It just was amazing to me. She taught kinesiology, and she gave a test every week, so all you had to do was read the chapter and take the test. Then she would lecture about movement, and she was so funny, because it was kinesiology. She would pull up somebody from the class and have them do a certain motion, and we had to analyze what muscles were involved and what tendons and nerves and all that. So she was always grabbing people out of the audience, and she usually grabbed the male athletes. You could listen to them talk after class, because you would be walking down the hallway with them.

They were always so crazy because they weren't reading the chapters, so all the girls in the class were getting As, while all the male athletes were getting Ds and Cs. They would complain, and we would kind of tease them about, "How could you be so stupid? Just read the chapter. Pass the test. Get an A!" But, no, they would complain about her and make fun of the fact she had a rip under her arm, which she always did. She always had something ripped on her clothes, something didn't fit, or something wasn't zipped. Her slip showed. Then she would demonstrate stuff, and she was huge, so everybody would just kind of think, "Oh, no! Don't do that!" But she was delightful, so she was kind of an irony.

I don't remember her coaching. She refereed sometimes. She definitely was around a lot, like when we ran intramurals in the afternoon, or if we were doing practice, we would see her. She may have coached volleyball, but then she may not have.

What kind of rapport did she have with her male colleagues in the department or with her female colleagues?

You know, it was a different generation. Everyone spoke with great respect of everyone else. You didn't hear the kind of junk you hear now, so everyone called everyone else by their last name. It was Dr. Russell or Miss Mowrer or Dr. Felshin or Miss Weibler. No one ever spoke of anyone else except with very formal kinds of language. They supported one another. They didn't undermine each other ever. I never, ever heard one of the coaches or teachers talking about the other, unless it was as an example. For example, Dr. Felshin, in her Theory of Movement class, would talk about Dr. Verdun, who had done this and this research. And the same with the males: Dr. Broten, Dr. Laughter, and Dr. George Twardokens.

It seemed like Dr. Russell had good rapport with them. You didn't notice much. You did know there was a differential. You did know they were fighting for more things for the women's PE program or for women's athletics. You knew that, because you could hear of the disparity or the inequities, but never in the context of a person saying, "Dr. Broten should do this." It was always in the context of, "There are inequities or disparities in what we are getting," and so you knew it existed, but it was never said in a blaming or attacking sense. But clearly, you felt the sense of injustice.

You had the feeling she was in there for us, and you didn't necessarily observe it, but you sensed it. There was something about the way she would talk about things that you knew she had approached people. She hadn't just let it go.

Do you get the sense that she was being politely turned down a lot or that things were actually happening?

I was curious. I would think about it, because there weren't a lot of women faculty back then. There were a few. There was Dr. Bushnell over in political science, and there were a few English people, like Anne Howard. Some of the English

101 people were women, and as you went across campus, there were some women in anthropology, but mostly they were men. I'm trying to think. I could probably count on one hand how many female faculty I had in four years. I had one Math person, one English person, and then Trixie Gardner through her husband, but he was the official person.

There just weren't a lot of women role models. And Dr. Russell was so physically big and blustery and not all coordinated the way she should be in some ways, because she had bad feet, so she kind of walked in a lumbering sort of way. How she was seen across campus would have been curious, because she had this way of being that in that era didn't fit the academic environment very well. The other women professors were highly intellectual and very narrow in their scope and spoke with a much more academic demeanor than Dr. Russell, although she spoke quite academically. She wasn't casual by any means. She was always quite formal.

I understand you had something to do with helping to get the UNR award for the best senior women's athlete named after Dr. Russell.

I did. They had named the male award for Doc Martie, and they were looking for a name for the women's. I think they were leaning toward a name from a little later in time. I spoke to President Crowley about Dr. Russell, and he said, "Well, talk to Angie [Taylor]."

And Angie said, "Well, there weren't really intercollegiate sports back then."

So I went to Jim Hulse's history of the university [*The University of Nevada: A Centennial History*] and pulled out the section on Ruth, and it talks about her pushing for women's intercollegiate athletics, because Jim had, I think, interviewed her. Angie hadn't realized that. And certainly President Crowley remembered Ruth, because he had come here in the 1960s, and Ruth was still active then. He was very supportive, because he had known Ruth, and then I think Ruth had encouraged him to hire the first true women's athletic director, which would have been Dr. Lilly. So Joe and Angie liked the idea, and

they named the award for the outstanding senior female athlete after Ruth Russell.

Even though somebody else was the first official women's athletic director, it seemed to me Ruth had been the person who had built the foundation for that to have happened, and I wanted her to be recognized. She had died by then.

You mentioned Dr. Lilly's arrival. I know that was after you had graduated, but do you want to talk a little bit about what you do know of what happened when she was at Nevada?

I didn't know too much except when she came. I think by then I was over at Truckee Meadows. We were just starting a college, so I wasn't paying too much attention to UNR. I did work at UNR from 1970 to 1972 in the Upward Bound Program before going to the community colleges in 1972, but with Upward Bound I was over in the College of Ed, and I didn't hear as much about what was going on across campus. Also, my job took me off campus. I traveled throughout the state during the year to meet with the kids, but every once in a while I would pick up this or that.

It sounded like Dr. Lilly was being pretty aggressive with the administration about the lack of support for women's sports, and I was pleased about that, because I thought that it was time, and that the women had had some inequities that needed to be addressed. I felt like, "Good for her."

I had met Dr. Lilly, because she was a referee and had been the coach of the American River team. She was a different kind of person than I would have wanted in that she was aggressive and was more assertive than I probably was comfortable with. I was much shyer, kind of a work-it-through-the-system person. But I think every change requires a battering ram and then people who follow up, then you knock the door down again, and then you follow up. I saw her as the battering ram. I think Ruth had built the foundation saying, "This is the right thing to do, and girls want more sports."

Then along came Dr. Lilly, who was pushing the envelope and saying, "Not only do they want more sports, they deserve them, and you need

to provide the resources for them." I don't think anyone wanted to hear that. Yes, I think people would have been comfortable if girls hadn't asserted themselves. Of course, it was right about the time Title IX was happening, which raised awareness for all of us.

I was at the community college, and we had all these phony courses. We had auto mechanics, but then we had "powder-puff" mechanics, and those all had to go by the wayside, because Title IX had been directed to get rid of these inequities, so we mostly got hit by curriculum.

About 1971 Yale and some of the schools went co-ed, and everybody was going crazy. Then along came Title IX in 1972, and then all of a sudden . . . I went to a workshop for community college educators, and they were saying we had to revise our curriculum. We couldn't have segregated courses. And we hadn't let women into welding or some of the programs: the apprentice trades, law enforcement, fire science. All these things were affected suddenly.

Most people talk about athletics in regard to Title IX, but that wasn't the only impact. The impact was huge on these segregated curricula. We were scrambling around, and it was suddenly dawning on us, "Oh, my gosh, we've been running segregated courses!" We hadn't thought of them as segregated. It was just that we thought that women didn't want detailed auto mechanics—they just wanted to know how to change their oil! Well, as soon as we opened the courses up, we saw that there was, in fact, demand. Women did want some of these occupations, so that was where I was focusing.

On the other side, every once in a while we would hear about things happening with women's sports, and I was just pleased, because I felt like career-wise sports had played a role for me. My first boss was Jack Davis, but my other boss was Jim Eardley, who became president of Truckee Meadows Community College. Jim once told me that the thing that had helped me survive the most as an administrator was that I knew sports. I followed sports because of my father, but I also followed sports because I loved them, so when men talked football, I could talk football,

and when they talked basketball, I could talk basketball. In fact, I knew most sports better than most of the men did, so whenever conversations disintegrated into sports, I held my own. Jim said, "I don't know why you know so much about sports, but it helps you, because it keeps you in the conversation and it makes people want to be around you." He said most women didn't do that, and it made men feel like, "We can't talk about this or that." And he said, "But with you around, it's OK."

And then, having played team sports all those years, the metaphors that the men would use about being a team player made sense to me. Having been a starter who got moved to first substitute after my knee injury, I learned a lot about being on the bench, and I thought a lot about it, because it's very hard to get up every day and go play on a team when you know you're not going play and you're not going to be first string. You're going to come in, you're going to get minutes, but you aren't going to get as many minutes as you want.

I thought about that a lot. How much do you support your teammates who are better than you? How hard do you try to get back in the lineup? What do you say to your colleagues who aren't going to get to play at all? So you think about all those things. When it came to administration, all of those lessons were there. I didn't know they were there—I hadn't articulated them—but when I started working with men who used the metaphors of war and sports all the time, I started to realize that I had a shared experience with them, because they had played team sports also. And even though most women were just beginning to play sports, I had played softball and basketball, and these were all men who had played baseball or basketball, so when they started talking strategies or they used the metaphors of team, I had a good sense of what all that meant. And if I was asked to be a team player, I understood what they were asking.

When I was in student affairs, I said, "You know, I think it's time for student affairs to make the starting lineup," and they knew what I was saying.

They said, "She's right. We need to get some more support for this, this, and this."

And it's a code. It's a language in and of itself that if you're privileged to it, one phrase can signify an entire world of things that you couldn't necessarily articulate otherwise.

Yes, I think that's true. It's shorthand, and it has deeper meaning.

I debate this now in my own brain about how aggressive you should be if you want change, or how do you fight for things you believe in? In the 1960s the question was, "Do you go to work for the establishment and change it from within, or do you attack it from outside?" I had chosen to go inside because there were some things I believed in very strongly, and one of them was that I've always been a believer in support for low-income students, or, in sports, what we called the underdog. I always cheer for the team that shouldn't win but does.

I think in working with these men I quickly learned that they valued being a team player and that they saw women as incapable of being team players—as being more individualistic and too emotional. We're talking thirty-five, forty years ago, so these stereotypes were very powerful. But my whole goal was to just go ahead and take my lumps and know that, as a team player, there would be places where I would shine and be able to get things—resources in this case, because it was a new school—for the functions I was responsible for.

I think sports really became part of that secret language of how things were going to work, but I always debated if I was doing the right thing. Clearly I sometimes felt like I should just be right in their faces and say, "You're sexist," or "You're wrong," but I chose not to. Sometimes I would lose it, but mostly I just stayed pushing the edge and the envelope as much as I could without being too disruptive.

And if you were dealing with a group of people who already thought that women weren't team players, it did more to dispel that image if you worked from within as a team player.

Yes, and I was always weighing that, but I think sports gave me the ability to weigh it, because a big part of sports has to do with discipline and work ethic, team play, nurturing and supporting others, thinking through the strengths and weaknesses of everyone, and not always just focusing on one person. I thought of staff the same way. Sometimes people would say, "Well, so-and-so can't do this."

I would think, "But they can do *that*."

I remember coaches saying, "Don't tell me what a kid can't do. Tell me what they *can* do."

I think that's that idea. You take people's strengths, and you build staff around strengths. If you have five staff, you don't have to have all five with the same strengths. It's finding roles and responsibilities that match people as well as people that match roles and responsibilities, but you always work with what you have.

I think what I learned from playing on different teams in different sports is that the dynamics change. One or two players go away, and new players come in. You've got a whole new dynamic, and you have to think through different strengths and weaknesses, and then you go out and have a season with whatever you have.

And you would have different strengths if you had the same people, but in different sports. For example, I hated softball, but I was probably a better softball player. I wanted to play basketball—that was my passion—but if I had wanted to shine, softball would have been the sport for me to shine in.

It was the same in management. There were some people who were superstars, and then there were a lot of people who had strengths, but not across the board, so you would have to think through how to partner people to build a good department without always looking at who couldn't do this or that.

Being able to use sports as a metaphor was a great benefit early on, and because of the generation to which I belonged, I was pretty unique in having had a sports background, because so many other women hadn't. There were a few, like kids out of the Midwest, but overall there were not a lot.

The other metaphor I saw a lot was war, and I didn't know a lot about war, so when they moved over from sports to war metaphors, I would always try to get them to switch back. I would hear, "Who do you want in your foxhole?" but it didn't always make sense to me, so then I thought, "Well, who do I want on my bench?" You would find your own metaphor sometimes, but it was interesting for that early 1970s era, how sports mattered if you were a woman, because it gave you an entrée into this other world, which was clearly dominated by men.

You've just talked a little bit about how sports helped you in leadership roles once you got out of college. Could you talk a little bit more about some of the leadership roles you became involved with while you were in college? You mentioned briefly that you were president of the WRA, and you were president of Associated Women Students (AWS). Do you want to discuss a little bit more about that?

Yes. I was also an RA in the dorms, and I was in Spurs and Sagehens, which were the honorary women's service groups, and Cap and Scroll and some of those groups. So certainly I had a leadership role as a woman on campus, but I don't know why. I have to admit I was a pretty shy kid, but there must have been something. I kept getting elected to these strange things, and I ran for them, so it wasn't like I was drafted.

It's hard to go back and know what motivated you to be involved as a kid, but for me, a lot of it had to do with inequities. My work with WRA was trying to get more resources and recognition for women's intramurals and women's sports, and AWS created a Women's Night of Honor where we recognized women who became part of women's service clubs or women's honor societies. The sororities gave their awards there, and athletics gave their awards. It was created, I think, a couple presidents before me—maybe Jean Pagni. The whole idea was that there be some collective evening where all the women's clubs and organizations recognized women. What was important to me is that athletics was included in that, so we gave away the Gothic N

that night and some of the trophies associated with women's sports. The idea was that it wasn't just service clubs and honor societies, but it was also athletics. So that was fun, because it was like we were recognizing women for the full gamut of their achievement, and that was through AWS.

WRA picked the Gothic Ns. That was an award that was given to women athletes—or women students, since they probably didn't use the word "athlete" then—who had participated in a certain number of intramural sports, extramural games, activities, or sports each year for four years. For us, it was the equivalent of the Block N, and it meant you had technically lettered in so many sports. For women it included intramurals, but you did have to have some extramural play. I think it had been created when I got there, probably by Dr. Russell, to get women to play on these teams that went away to Chico and Humboldt and Sac.

Could you win it by doing just extramurals?

It seems to me the rules included both, because most of the kids who won it did both, but it's hard to say. The Gothic N supposedly gave you lifetime access to sports at the university. For a few years I went to the men's games, because they didn't have many women's games yet, then I kind of lost interest when I went off to the community college, and I think they took away the privileges of the Gothic N, maybe during Trachok's era. I think he quit recognizing it.

Did they take away the privileges for the Block N as well?

Probably. It was probably as they were entering that era of competitiveness and needing to raise money. But the Gothic N was a big deal. There weren't very many given, and I think my senior year Joyce Hoffman and I were the only ones who got it. And to this day, whenever we see each other, we complain about our Gothic N not having any value, so it gives us something to complain about.

Since the Gothic N was done by points, an unlimited number of people could conceivably earn it in a year, but not many would have.

Not many did because of the rules. You had to have so many intramural seasons over four years, plus so many intercollegiate—or extramural—seasons, and it was pretty hard.

And it was an incentive to be eating bad meals and staying on people's floors for away games?

Yes, it was. But the idea of women's athletics being part of this larger Night of Honor meant there was some honor coming for women playing sports, and probably a lot of people wouldn't have realized that.

But there was this other movement going on that was coming into its own even as early as the late 1960s. During my senior year, the University of Nevada was the president of a group called the PSRARFCW (Pacific Southwest Regional Athletic and Recreation Federation of College Women), which was an oversight group. (Whether it was separate from what later became the Women's Athletic Association or whether it was its own entity, I don't know.) It had sixty-three colleges in the Western United States that belonged to it, and they had an annual conference at Asilomar, California, where they worked on bylaws and rules for women's sports. Student representatives and women faculty members came to this conference, and Nevada was the president school, so with a budget the PSRARFCW board provided us, we organized and chaired the conference and arranged for the speakers on physiology of exercise or women in sports or a variety of topics. This conference also had plenary groups that broke out and discussed different aspects of women's sports.

The conference was also where we would often make arrangements for our next season, because all the coaches and women from different Western schools were there, and they would use that as a chance to say, "By the way, we want to play you next year in volleyball."

So the students that would be there, would those be the WRA representatives from each school?

Yes, and the PEMMs would also pick representatives. I think the year we were the

president school we took about thirteen kids. It was a good-sized conference, and I think there were 500 or 600 people that went. There was a pretty high caliber of discussion and dialogue about sports and rules and changes and good debates about how competitive women's sports wanted to get. It was probably some of the preliminary discussion of women's sports. It wasn't too long after that that schools broke into full intercollegiate competition, but these discussions were before Title IX, so you saw some of the pressure and lead-up that was going to end up being Title IX and a push for more equity.

So as students you would have been exposed to a lot of higher-level discussions on this that you might not have gotten just on campus.

Definitely. It was regional, and there were nationally networked people there. Most of the people around sports back then were PE people, but the presenters were often people doing a lot of research around maximizing physical abilities, so there were presentations on some of the early research on what would later become the fitness movement. But it was clearly separate from the AAHPERD—the American Alliance for Health, Physical Education, Recreation and Dance.

The PSRARFCW was a federation of women's college sports, so it was separate from PE, but it still was dealing with this beginning of understanding the link between health and fitness and leadership and the larger dynamic of a healthy lifestyle and what we now know are relationships to things like depression. The presenters would be people who were fairly well-known on the West Coast, people from Stanford and UCLA who were doing this kind of research, so the sessions were amazing. We had the responsibility to put on the conference, which was huge. We learned a lot.

I became the figurehead for Nevada as the president school of PSRARFCW. The school that was going to be the president school the next year and the school that had been the president school the year before formed an executive committee. So we went down to Davis for a couple meetings, since they were going to be the next school and

we were the current school. I can't remember who the previous school was—maybe Santa Barbara. We would sit and have meetings to plan the conference, and it was very dominated by students doing the planning, so we gained a lot from that.

We had advisors, of course, who were our faculty people, and then we had the dynamic of actually having to put on this conference for hundreds of people. We had to work with Asilomar, and we had to work on finding speakers, and you didn't have e-mail back then. It was a very interesting experience, so we felt pretty engaged then. It was a huge responsibility, and it was really a bonding experience for all of us who were involved in it.

We were lucky because the school that had been prior to us had done a really good job, so we had some good role modeling. They had left great notes, and there was a binder that got handed down.

When I was a freshman or sophomore, I had taken Speech 113. I had this professor who was very dynamic and very theatrical, and I was very undynamic, very untheatrical, and very shy. [laughter] I would slink into the room and into the back seat. Anyway, for Speech 113 you had to give speeches, of course, and I couldn't do it. I got up in front of the class and started stuttering.

I think it was Dr. Harker who asked me to come into her office, and she suggested that I could do this and I just needed to get the courage to do it. So she had me deliver a couple of speeches to her in her office, and then she made me do it standing up. Then the next time I had to give a speech in class, I could sit down at my desk. I didn't have to get up in front of everybody, and eventually, for the last speech, I was in front of the class like everybody else. I made a lot of progress, and I was appreciative that she didn't punish me or tell me, "You're terrible. Sit down, shut up." Of course later, when I was a psych major, I found out she just used good, old Wolpe aversion therapy on me, which was to slowly introduce me to something until I had actually acquired the skill, the way you do if somebody is afraid of snakes or something.

When Nevada was the president school of PSRARFCW, I was the president, so I gave the opening speech at the conference. I have no idea what I said or why anyone liked it, but they gave me a standing ovation. Well, it was pretty cool to get a standing ovation at my age, since I was only twenty-one or twenty-two. Anyway, in the mail a couple weeks later, I got a card from this speech teacher. Some friend of hers had been at the conference and mentioned my name, so she had sent me this note saying, "See, I told you you could do it." For me that was a really motivating gesture about the impact of teachers.

Later in my career as a counselor or as a faculty member, I tried to always remember if I saw something about a kid to send them a note, because I remembered how it touched me. I had been so afraid of something and she had been so supportive, and then she didn't just let it go by but actually acknowledged to me, "Don't give up." It was pretty cool.

Now, you said the conferences were held in Asilomar? So they weren't held on a campus sponsored by the host?

No, not during those years. We used Asilomar the two years that I went to the conference. It was a great location, and it was central to most. California dominated the group, of course, because of the number of schools. But there were a lot of private schools as well as publics that belonged to it, and it seemed like an active group.

I'm not sure if it came directly from physical education or if it came directly from women's recreation and sports. It was hard for me to tell back then, because things were so enmeshed, and as a kid, you don't pay attention. I'm lucky I even remember the initials. We used to joke about PSRARFCW. The only reason I remember it is we used to joke to see who could say it the fastest, and we would practice.

You mentioned earlier that your activity in noticing the inequities and working towards addressing them with women's sports also led you to be aware of

some other inequities on campus. Do you want to talk about that a little bit?

Well, of course, it was an era of us, as a society, thinking through inequities, and certainly the civil rights movement was very much in our faces at the time. Of course my senior year there was the assassination of Martin Luther King, and then Bobby Kennedy right after we graduated. But we had the riots of 1966 and 1967 in the African-American communities like Harlem and Watts, so in the back of our minds were these issues. In sociology classes, anthropology classes, everything was pretty interconnected then, so we were talking about these things in classes. Vietnam was coming into our awareness. Politically in Nevada it wasn't as big an issue as it was in California, but certainly we saw it going on in California. The free speech movement had started at Berkeley, and we were aware of it, but it wasn't dominating our discussion.

There were a few African-American students on our campus, and some of the kids who played sports lived in Artemesia Hall next door to Juniper. They were going to close Artemesia for some reason, so the kids didn't have television. The African-American kids, all men, would come and watch television in the Juniper lounge, and being an RA, I worked at the desk out in the lounge, so I got to know some of the kids. They would talk about things that would happen to them, their experiences on campus, and being naïve as I was, I always gave people credit for not being bad. I couldn't believe these things were happening.

At the time I was just coming in as president of the Associated Women Students. For the year for AWS there was a handbook we had put out, and we chose as our theme the song, "Something's Happening Here, and What It Is Ain't Exactly Clear."

Annie Havrilla was in the Pi Phi house, and we became friends when she ran against me to be AWS president, because we had some of the same shared philosophy, and some of it had to do with this issue of inequities. I asked Annie if she would chair something new like a lecture series which would deal with contemporary issues. One of the

issues we chose was drug use, because at the time LSD (I always mix it up with LDS) and Timothy Leary and that whole movement had happened. Then there was the issue of black students and their experience at the university.

Annie organized this, and got speakers that came in from the outside to talk about some of these issues. For the second session we had a panel of black students and university administrators talk about the black student experience. And, you know, at the time, I even think the word was "Negro." There was a *Sagebrush* article about the conference, because a couple hundred people came. Anyway, the black students shared their experience on campus, and many people found it shocking. They hadn't realized that black students felt so excluded and had difficulty finding housing, were still having difficulty eating in certain restaurants, and that people were just *really* in their face because of the civil rights movement.

The civil rights law had only passed in 1965, and this was 1967, so that was an interesting time, because the black students nationally were forming campus organizations. AWS had tried to broker the discussion, ironically, and it had a lot to do with Ann Havrilla. It was just AWS, in our whole overview, saying, "You know, it's not just about women. There are other issues out there, and we need to think about some kind of change at the university so people feel more included than excluded." I don't know if those were our words then, but certainly it was our feeling, and we made that our theme for the year—more equity, more fairness.

I didn't remember that I did this, but Warren d'Azevedo told me I wrote a letter to the editor of the *Sagebrush*. He had done a study on the history of African Americans in Nevada, and in the course of doing his literature search, he ran across a letter to the editor I wrote complaining about the lack of women's representation on campus committees. I remember thinking about that, and Warren reminded me I had written this letter saying that we should be more sensitive to how we appointed committees.

A good friend of mine from high school, Ernie Maupin, was student body president. He and I

had gone to Churchill County High School, and we knew each other, so it wasn't an antagonistic relationship, but I was kind of pressing Ernie a little bit about giving money to women's athletics for lunches and travel money and then pushing him about more women on campus committees. We had those conversations more than once.

So Fallon had overtaken campus leadership that year? [laughter]

Ironically, it had. I don't know how many kids knew that, because, of course, by then Ernie was an ATO (Alpha Tau Omega), and I was a GDI (Goddamn Independent). By then your collegiate affiliation was more how you were known. But, yes, Ernie and I sometimes would laugh, because the night he was elected, I went over to the Alumni Lounge to see what the results were for him, and he was there to see what the results were for me. We had a good working relationship, because we had worked together with each other in high school. He was a very good guy, and he's still active in our alumni association.

It sounds like everything you did on campus seemed to be an integrated whole for you. Things that you learned in sports tended to flow over into other activities. Contacts that you made in other activities tended to flow back into your support for women's sports. Is that something that you had a sense of?

Yes. It did feel connected to me. It felt like things happening in my philosophy class somehow related to what was happening to me in student government. Or if you were studying dissonance in psychology, that applied to a societal point of view, that people had dissonance. When I was studying personality and dissonance—or the distance between what you think you should be and who you really are—I was thinking that that was like our society. There was distance between what we were really doing and who we were saying we were in terms of democracy or politics, so to me it was a very integrated whole.

As a young person, I was thinking like that. That didn't come later. We were debating it in

the dorms with each other. Of course because the dorms then were segregated, the only people debating this were women students, but we had these discussions about inequity.

One of my best friends was a sociology major and was reading this book about the black American experience, and here we were with AWS talking about the black *student* experience, and we were saying, “Oh, my gosh! These are the same experiences.” So the academic world was integrating into our social structure, and our social structure was driving our interest in our academic reading.

It was a small campus, so there were a lot of connections, and a lot of people influenced you. You weren’t afraid to go talk to people. If you had something on your mind, you would go by a professor’s office and ask, “I see this and this and this. Does that sound crazy?”

And they would say, “Well, have you ever read this book?”

They would pull a book out of the shelf, and you would be afraid to borrow it, but you would. Then you were wondering if you would ever read it, but you would try. So there were a lot of relationships that crossed worlds, and they felt like they all were coming together. It was like this confluence of events, and there is no doubt that I feel like I had that kind of experience. I don’t know if that was how everyone was experiencing it, but certainly for me it was. Everything was interconnected to something else.

And it sounds, too, that with a smaller campus there were networks that allowed you to get things done.

It was amazing how much help you could get and how supportive faculty were. The president by then was N. Edd Miller, and what a wonderful man he was. He met regularly with student leadership, and you could say, “You know, I think this is happening,” and he would ask why.

He was doing a ten-year plan, and I remember saying, “Shouldn’t students be helping you think about what the residence halls should look like in ten years?”

And he said, “Well, of course they should.”

Then he put some students on the ten-year committee, and I think he actually started, officially, student representation on campus committees. He probably even started campus committees. I think he created a structure for shared governance—although it wasn’t called that then—with faculty being more involved and students being more involved.

So we had this president who was very open to hearing from students and very courageous about not being afraid of students. If you were in AWS or ASUN (Associated Students of the University of Nevada), you had offices at the student union, and he would come by and poke his head in the door of the office and ask you what you were working on. You would tell him, “Oh, I’m working on this workshop,” or, “We’re going to do this for AWS,” and he was quite interested.

We wanted to get rid of women’s hours in the residence halls, and he was very open to listening to us argue that point. Women’s hours were a curfew for women in the halls. Men had no curfew, but the women did, and it was ten o’clock on weekdays and midnight on weekends. Many of the women felt that it was discriminatory, because men would run around the building after ten at night screaming and yelling and laughing at us, and we were literally locked in.

We had a long debate in the women’s halls about whether it was OK or not. I think many of us felt it was OK in the sense that it gave us a sense of community, and it gave us freedom from men and pressure that we knew we felt. We didn’t use those words then, but we knew that when we were around men we behaved more stupidly than we did when we were around ourselves. But at the same time, it bothered us that there were rules for us that there weren’t for men. It just seemed wrong. Then there was a part of us that thought that, in some ways, it did protect us from the world at large, whatever that meant to us then. We finally weighed in that women’s hours were wrong and that those who wanted to focus on their studies and protect themselves from outside influences would have to make that choice, and those that wanted to stay out late would make their choice.

We decided to fight for the elimination of women's hours as the Associated Women Students, because we were the enforcer of women's hours. Anyone who violated the curfew, even by a minute, had to come see the AWS council. They had a judicial board that then would weigh if you had to be locked in for two weekends or three weekends, subject to the severity of the violation, and it was what we called being "campused." It meant you couldn't leave your room after a certain hour and had to stay in your room from eight at night till the next day at six in the morning, and it meant you couldn't go out on weekends. I was an RA, and we had to enforce the campus violation, and to this day, I'll meet people who will say, "You campused me!" [laughter]

And I'll say, "It was just a job!"

Anyway, AWS was a peer board that reviewed those cases, so we felt we were the group that should also ask for their undoing. We asked permission to do surveys of women students, which ultimately we did, and clearly the majority wanted the elimination of hours, because sororities had the same curfew, too. Back then, that was a lot of students—the sororities and the residence halls. And that was the other issue, that if you were independent and lived at home, you didn't have a curfew unless your parents gave you one.

Well, we felt it was discrimination, so we brought the issue to the president. He actually got the dean of women and the dean of students involved, and the three of them engaged AWS in a dialogue about how could we eliminate women's hours. In my senior year, we came up with a plan with the administration that over a three-year period they would eliminate the hours, and we went to a key system first. So each year it progressed. First it was seniors, and then it was juniors and seniors, then a key system, but I think by 1971 they were to have eliminated women's hours.

The clarion calls of AWS that year were to get rid of women's hours and to develop this campus awareness of black student issues as well as drug issues. There was another group on campus that was fighting for our understanding of Vietnam, so

there was a lot of polite activism, but it was mostly coming through dialogue, workshops, and panels, and a lot of people went. Many of the faculty on this campus—like Dr. d'Azevedo—would show up at these events, even though they were student-sponsored. In fact, that is how I met Richard Siegel. And John Marschall, who was a priest at the time, was over at the Center for Religion and Life. These people would come and be a lively part of the conversation, so it felt like a community. It felt like there was a lot of interconnectedness.

It wasn't just a student group. In your midst were history and political science and English faculty actively challenging what was being said or saying it louder than you were in some cases. Dr. d'Azevedo definitely talked a great deal about discrimination, but certainly he had this whole discipline, evidence of it, and we didn't. We were more operating off our guts, but then there was this group of faculty who were activists, so we started to see those connections and seek people out.

It sounds like in some respects you were addressing some of these inequities that you saw through the formal structure, but I know you also mentioned that there were more informal ways of addressing some of them. For example, you mentioned earlier that you sometimes had trouble getting into the gym to practice.

Yes, and Charlie, the janitor, would take care of us. There were a lot of little things. We would find ways around the rules, so we could still do what we wanted to do without horribly violating them, but certainly, if we were having trouble getting in the gym or something, we would say to Charlie, "Couldn't you let us in to play a little while you're cleaning up? We'll help you clean up!" We would do stuff like that.

He would say, "OK, you can stay another half hour. I've still got to do this. I'll come back and see how you guys are doing."

So, yes, there was a lot of that. It was a small campus, and it was pretty safe, so I don't think anyone worried too much. We didn't think about legal issues back then, so it was just that more

people were being responsive to individuals. You know, a group of girls could charm the janitor pretty easily. [laughter]

Are there any other thoughts you wanted to add about your undergraduate career?

I think it's interesting, because I hadn't always thought about the role sports played in all that, but certainly it was in the middle of everything. It was a part, but there were all these other events going on. Chris Ault [later the Nevada football coach and A.D.] was dating Kathy, his future wife, and she was in Juniper Hall where I was the RA. That's how interconnected the campus was. Here was Chris Ault, the star quarterback, and then Mary Ritterby married Art Bayer, and Art was the star receiver for Chris Ault, so there were these connections happening.

Then there was George Hardaway. Because of the experiences of having worked with black students and of having worked with athletics, I had a lot of connections when I started working for Upward Bound. We had very diverse staff. George Hardaway had been a receiver for Nevada football and now is a long-time administrator in the school district. But we had African Americans, Native Americans, and Latino kids, and it was from this network of athletes and political people on campus that some of the tutor-advisors came. A couple years later, after I finished my master's and came back, here were all these people still.

Frankie Sue Del Papa had been the freshman rep on AWS, and we all clearly knew the minute we all met her that she would do something, although we didn't know she would become the first woman president of ASUN and that they would eliminate AWS. Right before Title IX happened, in the early 1970s movement of integrating more, they eliminated the "dean of men" and "dean of women" and created the "dean of students." They eliminated AWS and had just ASUN, and here was Frankie Sue. She had been active in AWS, and so *boom*, she was ready for that leadership as the first woman student body president. These were all connections that were happening through this kind of activism, and you wouldn't have said

to yourself, "Oh, we're preparing the first woman this," but it was happening around us.

How did you end up back at UNR?

I left in 1972 after being the co-director of Upward Bound. The grant was run out of REPC, and when my boss, Jack Davis, became the first president of Western Nevada Community College (WNCC) in 1972, he asked me to go with him, so I went to Western Nevada. It later separated and became Truckee Meadows Community College (TMCC), and then I worked a few years in California at Santa Rosa Junior College.

In 1988 I was the VP for academic affairs at Santa Rosa, and I was reading the *Chronicle of Higher Education*, and there was this ad that said that the vice president for student affairs at UNR was open. I had known Roberta Barnes, who had been the dean of students, and they had changed the position to a VP position. I had only been at Santa Rosa two years, but I started thinking about coming home.

I had always dreamed of working at UNR but had had this interruption of about sixteen years. I applied and was screened to come for an interview and ended up getting the position—probably by a very narrow vote, but I did get it. [laughter] So I came to UNR, even though I really didn't have any university experience as an administrator. My entire career at that point had been in junior colleges, so it was quite a transformation, but Santa Rosa had had an extensive athletics program, so I wasn't unfamiliar with some of the issues. The Nevada community colleges didn't, but Santa Rosa had.

When you got back to UNR in this position, what kind of contact did you have with athletics?

At that point there were a couple things happening. There was a group of women in the community forming a booster organization. I'm not sure when this happened, but somehow I got involved in Pack PAWS, which was "Promoting and Advancing Women in Sports." It may have been Angie [Taylor] who approached me, and it

may have been just through my administrative contacts, but I had always felt women's athletics had suffered a little bit at the university, so the chance to become part of Pack PAWS was important to me. And being a vice president, I had to contribute so much money a year to the university's foundation, so I decided to split my money between student services and Pack PAWS.

So this was personal funding as opposed to departmental?

Yes. It was your own personal money. I was required to give a couple thousand dollars a year, just because it was what you did. So I directed a thousand dollars a year to Pack PAWS and to women's sports, and as a result of that I got asked to come to meetings and be part of an advisory board for a few years, and I stayed in and out of that group.

At the time there were three women lawyers who were particularly active in that group—Valerie Cooke, Joan Wright, and Vicky Mendoza—and they were pushing hard on Title IX issues and were giving feedback to the advisory board and to Angie, who was the senior woman administrator by then. So Pack PAWS was kind of tracking the progress of the university. On the other end, as a member of the presidential cabinet in my position as VP, President Joe Crowley would periodically talk about athletics and what was going on, or there would be issues or events that would happen.

I had a lot of contact with athletics through campus judicial services or police or residence hall issues. We would periodically have trouble with athletes—not so much during the academic year, but sometimes in the summer camps where it was so intense, where it was all athletes. There would be damage or things like that. So athletics started entering my life when I got involved in Pack PAWS and with some judicial issues.

The other thing that was happening was that Joe was trying to beef up [NCAA] compliance, so there was a period of time where I supervised the academic advisor for athletes. At the time it was Pat Rippee, but that reporting line didn't last long, because I wasn't comfortable with it. I felt

like athletics was stonewalling us a little bit. It was hard to tell.

Athletics wanted control over everything, and I felt philosophically—and Joe and I had these discussions—that the more integrated they were with the campus community, the more the campus community would support them. I felt there was some distance between athletes and the rest of the campus, and we had noticed that the athletes weren't as active in student clubs and organizations as other kids who lived on campus or who were active on campus. So we were thinking that if the compliance side or the academic-support side was part of student services, we would find a way to get athletes more in tutoring groups with other students and those sorts of things.

Barb King ran the tutoring center, and we did tutoring for the student-athletes, and then we had this academic advisor for student-athletes, Pat Rippee. But the Athletics Department felt all that should be its own entity, and they started working toward that, and Joe supported that. Eventually, they spun out of student services and duplicated everything. They created their own academic support center, and academic advising became its own entity.

You mentioned before being in Joe's cabinet as a vice president. Was athletics part of the cabinet at the time?

No. The only people in cabinet at that time were the four vice presidents. Later it expanded to a fifth, and then I think it expanded again after that. It was academic affairs, student affairs, finance, and then Paul Page with the foundation/advancement side. The only other person that sat in on cabinet, then, was Shelba Gamble, Joe's secretary or administrative assistant, so it was fairly small. In later years Steve Zink came on with libraries and information, and then Ken Hunter came on with research and the graduate school. Chris Ault would come in a couple times a year and do an update on athletics and what was going on.

One of the topics that came up was the Title IX compliance, and Joe was pretty clear that he

wanted progress. Joe had me sit in on meetings regarding Title IX with the Pack PAWS trio, the lawyers, I think mostly to use me as another set of ears on what was going on and because he knew I was a member of Pack PAWS. He met with them several times separately, but I was pretty much aware of what was going on with Title IX and their push for more compliance or compliance in a more timely manner.

Joe was by nature an incremental administrator, and he had a clear path to compliance, so it was more of a timeline issue with him. Chris Ault had a foot in each camp. There was a part of him that understood compliance was essential, and there was a part of him that just couldn't let go of how things had been, so you kind of watched him go back and forth in terms of how that was all going to work and not hurt men's athletics, or, perhaps the bigger programs like football.

Now, what was the role of the senior woman administrator? I think that would have been Anne Hope when you first got here, and then Angie Taylor most of the time you were here.

Anne was not on my radar screen at all in the early years, but Angie certainly was—but that was more through Pack PAWS than through the administrative structure. I came to very much appreciate Angie and felt like she was certainly in a difficult situation. She was the senior woman administrator. She was an advocate for women's sports, but she was also part of the Athletics Department, and she had to balance how much progress you could make in women's athletics without it costing men's athletics. I think Dick Trachok had cancelled women's softball, and it was very controversial.

That would have been about the same time that you got here, because I think that was 1988 or 1989?

Well, yes. They had cancelled women's softball in the late 1980s, I think. When Chris became A.D., he was faced with the difficult decision of canceling men's track, and, of course, it was a numbers game, because track counts three

times—once each for cross-country, indoor track, and outdoor track. If you had twelve scholarships, it counted as having thirty-six, so to balance out the numbers, canceling men's track made sense. But unfortunately for our community, it was a very controversial decision. [Men's track was canceled in 1992.]

Title IX was taking the heat for it, and most of us who were advocates for women's sports were going, "No, this is the result of canceling women's softball. You made a bad decision on women's softball. You put yourself in a hole numbers-wise, and now to get out, you have to cancel a men's sport, but keep in mind that it's because you cancelled a women's sport first."

But the press and the campus community just kept talking about, "We lost men's track because of women"

For those of us concerned about women's sports, we didn't want to be associated with the cancellation of track, per se, because it was more about opportunity building as opposed to taking away. The question was, how do you build opportunity for more women's sports? I think for Angie it was a very difficult political situation—trying to reform what was being said publicly, and with the press being so willing to jump on the negative, it was hard for the university.

Do you think it was a different dynamic from when you were there as a student and the senior woman administrator would have been the women's athletic director? It's not just a matter of semantics but a matter of organization, because Lue Lilly didn't have to be worried about holding up her end of administration for the whole Athletics Department. She was in charge of the women.

You know, we saw this nationally. When Title IX passed, it was part of a much larger movement in this country. What we saw was that when the dean of men and the dean of women ceased existing in student services, the dean of men became the dean of students, and the dean of women became the associate dean of students. We saw the same pattern in athletics, and we saw it all across this country.

When we merged men and women's organizations—not now, but initially—the male organization dominated. We saw it with women deans and NASPA. The National Association of Student Personnel Administrators were deans of men and students, and then there was the National Association of Women Deans. The leadership was male for *years* after they merged, and I think the same thing happened in athletics. When they merged, the male athletic directors became the athletic directors, and the females became the senior woman administrators. We saw this pattern in student affairs, which is where I was, and we saw it in athletics and probably in other fields as well. Angie and I would talk about that sometimes. In my case, I *was* a vice president for student affairs, but I was the second generation.

What we saw more often than not was this complicated organization where the advocate for women's athletics was in a subordinate role. They were trying to advocate against a larger structure, and they were in a zero-sum financial situation because they were self-supporting. So how can the women's athletic director argue for sports that aren't revenue-generating against an athletic director who's managing revenue-generating sports? We're a mid-major at Nevada [i.e., not a member of a major athletic conference], so we're not that profitable. Our athletic program is subsidized, so as a result, women's athletics had to bring more to the table.

I think for Angie it must have been particularly challenging. At least watching her in these meetings with Pack PAWS or in the meetings when we were doing NCAA certification, she certainly was in a more difficult position, because she couldn't say, "We should do *this*." She had to balance it against the interests of the whole Athletics Department.

When you're separate, you can be an advocate, and there is a point where you give. It's like any mediation, but at least you can be the advocate. But when you're in a unit that is subsumed by another unit, you can only push so hard, because then you're taking away from your own. It's kind of like eating your own.

How do you think the condition of women's athletics at the university had changed by the time you came back as VP?

Oh, wow! It was *so* much more sophisticated. They had leagues and tournaments, and they were part of a much larger whole. When I went to meetings with Pack PAWS, I learned a lot about how women's athletics was now organized, and, of course, I was an advocate, so I went to as many games as I could. I guess at some subtle level I was trying to represent administration at these events. Joe was very good about going to games, too, so I would often sit with Joe and Chris Ault, who was also very visible at women's events. I saw it as a way of supporting women's athletics by being the VP for student affairs. I tried to get the residence halls to have contests that would support women's athletics as well, because I thought that was a readymade audience, especially because the athletes often lived in the dorms. It was a chance to be supportive of sports from a different venue.

And you mentioned Chris's presence at a lot of the games. You were a student-athlete when Dick Trachok was A.D., and you came back with Chris as A.D.

Yes, and I knew Chris as a student.

You've got, admittedly, two different frames of reference for their work as A.D., but could you compare their styles or at least the way they interfaced with women's athletics?

Well, I'd probably be more versed in Chris's style. I think that the big difference is that the dialogue had changed for Chris. I think with Trachok he could be more dismissive, and there wasn't as much political urgency or clout behind fairness for women's athletics. While both had your classic hierarchical leadership style, Chris was *willing* to engage in dialogue about women's athletics and willing to think through solving problems. I think it was difficult, which is true any time you're in a zero-sum situation and the thing you're most passionate about is the dominant

sport—which in Chris’s case and Dick’s case was football.

I’m thinking as an administrator, and, of course, I *was* an administrator. My responsibility was to support the whole university, and that included men and women’s sports, not just women’s, so even though symbolically I put a lot of energy into women’s sports, I felt like I needed to support Chris and all of the sports.

Whether it was through Joe’s chiding or commitment or whether it was Chris and Joe together, they had found that this was the right thing to do and they were moving in thoughtful ways, but I think where we all disagreed was the speed at which they were moving. It felt glacial sometimes. Had I not been a VP, I probably would have been more impatient, but as a VP, I understood the whole university was glacial, and it was hard for me to judge if it was the natural movement of the university or if there was more resistance behind the scenes than met the eye.

Certainly in public meetings, Chris demonstrated a willingness to hear things. He didn’t like them all, but I didn’t feel like he was emotional about what had to be done. I felt like he was more strategic about how to get there without harming men’s football and basketball because of the terrible fallout from canceling track.

Chris has a donor base, which had been male-oriented, and I think he had to find ways to repair that donor base and not offend these donors, but at the same time, he had this women’s thing happening. In some ways I think Ada Gee helped him—and Angie, certainly, since she was popular—but Ada helped because I think she brought more of a donor philosophy. She seemed like a better fundraiser than a coach, *per se*, and she liked going and doing different public things. Ada was working the community, and I think that began to elevate women’s sports a little bit.

Do you think that had to do with the popularity of basketball generally, since she was the basketball coach?

Yes. Basketball was kind of coming along, and Ada had a bigger agenda than coaching a team.

She seemed sensitive to the fact that behind every sport there’s a political agenda, and she seemed to be a good politician. She made herself known on campus. She went to Pack PAWS, and she showed up at community events and worked the tables. She shook hands, and she talked to people and didn’t isolate herself like most coaches. With the rest of the coaches, you didn’t know who they were, since you didn’t see them outside of the north end of campus, but Ada you saw.

If you went out in the community, Ada was in the community. If you went to a dinner—American Red Cross, Lung Association, Heart Association—you saw Ada around, and you saw her talking to people and talking to influential people. She had a very similar ambience to what Angie had, and so, suddenly, you had two women out speaking about the importance of youth and girls and sports. Ada started inviting the elementary schools to the games, and they would win a computer, so a lot of creative things started happening, and games started to have a thousand fans. They weren’t great teams either—they were in between—but she began to develop a political base for women’s sports, and that began to help the conversation about Title IX.

Ada was building basketball, then Devin Scruggs came in with volleyball and did the same thing. Devin was more of a wheeler-dealer who would get out in the community and encourage people to support volleyball, and she had some good teams, which beefed up the interest. And because of the power that Hawaii was, when we played Hawaii they would bring hundreds of people to a volleyball game, which helped the Eldorado and the clubs downtown. So there started to be a little energy around women’s sports, and I attributed it to these women, who as coaches were more than coaches. They understood that athletics is fundraising; it’s community action; it’s responsibility to children.

They were out in the schools, and they weren’t afraid to have camps, so all of a sudden we saw a lot more activity around sports, very similar to what we see with men’s sports. Suddenly we had summer camps and kids on campus, which helped the residence halls, because that gave us income

in the summer. We had youth camps. So it made us more like men's athletics, because summer is a dead time for buildings and can kill your self-support budget. Suddenly we would have 300 or 400 kids in for a week for camps—boys' football and then girls' volleyball and basketball camps—and the whole campus became more vibrant.

And athletics were contributing more, not just to athletics. Suddenly we had food services and housing and other people on campus going, "Wow, they're doing a lot with kids!" And as recruiters, which was one of our functions in student services, we were applauding them, because every eight, nine, ten, or fourteen-year-old we can get on campus is a future student. The culture changed very quickly, and athletics was a big piece of that, and these women were a big piece of it.

We had had some ups and downs in enrollment over these years, and one of the difficult decisions we had to make was to not bid for the Sixth Army contract in the residence halls. [The Sixth Army provided reserve training for Western states.] The campus used to be occupied by these army guys in the summer, and they took over all the classrooms, the dorms, the food services. The campus had been subsidizing these army guys, so when Rod Aeschlimann came as director of housing, we sat around and consciously decided to charge them

what it really cost to have them on campus. This was right about 1990, so the contract came up for bid, and we put in a very high bid. Boise State took the Sixth Army away, and a bunch of people were running around campus throwing their arms up, "The sky is falling! The sky is falling!"

And we said, "We don't want old army guys anymore. If we're going to recruit students, we've got to have *youth* programs on campus." So that was the beginning of a shift in philosophy. Joe agreed, and while a few administrators were hesitant, it had overall support. It became part of this larger picture of athletics doing more camps, because now we had the whole campus available again to fill. So extended studies started Kids-on-Campus programs, as did athletics, and pretty soon the buildings were full of youth.

Melisa Choroszy, had come in 1989, and in 1990 we were working with Jim Kidder on strategies to recruit more students. One of the things we thought was needed was to do more outreach, so we had a number of outreach efforts that were associated with athletics during the school year. We would bring honors kids on campus, feed them, and then take them to a game, so we partnered with athletics. Chris was very generous, would give us one hundred tickets per high school, and then we would have "McQueen Night" or "Galena Night."

A lot of that started happening right around the early 1990s when we shifted our philosophy away from making the campus a secret to promoting it. It was probably part of a national movement. We wanted to get as many people on campus as early as we could, and athletics was a big piece of that, as was student services.

And if you're trying to recruit women athletes, part of the issue would have been how many scholarships there were. At that point was the number of scholarships available equivalent to the maximum allowed by the NCAA?

No. They were still short, and that was part of a later movement with Joe. We managed the grant-in-aids in the Financial Aid Department, and Suzanne Bach was the person managing the



Volleyball coach Devin Scruggs
(middle) with student-athletes.



Children participating in volleyball camp.

financial aid for athletes. All campus financial aids had to be centrally based, so we had the grant-in-aid account, and athletics would have their share, and then we would distribute the remainder. The issue was just that there were insufficient numbers of scholarships for women athletes, so that was part of a push on the part of Angie, Chris, and Joe.

One of the problems we had is that you had to have a cash exchange—where there was an allocation from grant-in-aids to the tuition account—because we weren't allowed waivers. We knew many campuses had waivers, and we kept saying, "If we could have waivers, it would be a way to jumpstart the opportunities for women, because we wouldn't have to have cash in hand."

We began talking about ways to solve this problem, and that became one strategy. Joe

promoted this for a couple of legislative sessions, and he and Angie had initially sold them on an allocation enhancement that would strictly be for women's athletics. Then the second go-around was intended to create grant-in-aid waivers. That movement began in the mid-1990s, and they were improving on it during each session. I think they got two allocations before Joe initially got a hundred waivers. Behind the scenes in cabinet, we were talking about these strategies as a way to improve our Title IX compliance without having to come up with this huge cash outlay that might take away from other students, so athletics were always in the forefront of our conversation for that reason.

Were the men's athletics all fully funded at that time, as far as the allowable NCAA numbers?

I don't remember Chris reporting on that. At one point, as a faculty member, I was part of the Intercollegiate Board, the ICB [later the Intercollegiate Athletic Board, or IAB], and Chris would report there on the scholarships, but by then we had had the grant-in-aids, so the women's scholarships were much better at that point.

Chris, with cabinet, talked more about conferences, the direction of men and women's athletics, and the strengths and weaknesses of conferences, because at the time we were going from the Big West to WAC [Western Athletic Conference]. UNLV had pulled a fast one on going to Mountain West, and the Board of Regents wanted UNR and UNLV in the same conference, which we weren't. So we were dealing with conference issues of how many stadium seats were required to get us into the WAC and those kinds of issues. Part of the discussion was the strength of the WAC in women's sports, because it was a weak football conference, but it had some strengths. Certainly, we were trying to balance the strengths of men and women's sports and whether the WAC was a good choice for us or not, particularly with the football issue.

Being with student services, you would have been aware of some of the recruiting trends. Do you know with women's athletics if they had gotten more out-of-state support by this time, because that was an issue, at least at one point. Coaches might have had so many scholarships, but a certain number had to be in-state versus out-of-state, because it cost more for out-of-state students when you had to have that allocation with the cash on hand? Do you have a sense of what was available as far as in-state versus out-of-state and how that changed over the years?

Certainly, most of the athletes come from out of state, and I never had a direct conversation about out-of-state tuition versus in-state. In student services we did manage the in-state/out-of-state tuition appeals. The regulations allowed you to apply for in-state status after a year, and certainly athletics was a major user of the appeals board trying to qualify athletes for in-state rates. If the kids lived in Nevada year-round and did

certain things, they could be reclassified, so we saw it that way.

Certainly, the Athletics Department gave better advice than our brochures did to the student body, so we did see a disproportionate number of athletes use that avenue. Some were accepted, and some weren't, but if they worked in the summer or were on campus in the summer, they met the twelve-month requirement. So in that sense we saw it, but I didn't personally review the actual allocations.

Now, you were talking a minute ago about the Big West versus WAC and the impact that that had on women's athletics. With the switch from Division I-AA to I-A, what kind of impact do you think that had on women's athletics?

Well, we all understood that our athletic budget was low to be a Division I (D1) school, and I think the most visible impact was, of course, on football and then women's basketball. With the latter, we were moving from a pretty good conference—we had Santa Barbara, which was a consistent winner in the Big West—but we suddenly were playing LA Tech [Louisiana Tech], which was a national power. In volleyball we picked up Hawaii, which was a national power. We certainly understood from a fan point of view that we had some opportunities, because we suddenly had nationally known teams coming into town, which we hadn't in the Big West. In baseball we had Fullerton as a national power, so we had to weigh all those things.

I think the big concern was the financial one, because the university itself was running on a shoestring as it was, and here with athletics we understood that there was what we call the "arms race." In order to compete at that level, it would cost a *lot* of money to get women's facilities up to snuff, to get the men's football competitive. We were going to have to double the athletic budget, and it all had to be self-supported. It wasn't going to come from the state or anyone else, and, strategically, that's what Joe and Chris and the other campus administrators had to think through. You could do a piece here with money

from the state, and you could do a piece here with getting more fans, and then you could do a piece here with fundraising.

Paul Page [with the university foundation] was involved, and we were thinking about how to get all these things done for athletics to be competitive. In recruiting we had learned a lesson. I was never convinced that athletics mattered much in recruitment, and there's pretty good research out there now that says it doesn't. That is, having great athletics doesn't mean you get more applications for the general student body, which was my interest, because I was over general student recruiting.

As VP, every year I toured every high school in Reno and Las Vegas, and then every other year for the rural schools. When I toured the state the year UNLV won the national championship in basketball, I saw UNLV T-shirts in every nook and cranny of Nevada, and it dawned on me that I didn't see any blue T-shirts [UNR's color]. I saw red UNLV T-shirts. I also saw other funny things, like Native American kids wearing Florida Seminoles and Chicago Blackhawk T-shirts. There were little quirks, too, and for years you'd see the Hoyas and Duke and all these, but suddenly you saw UNLV, and that lasted from 1990 to 1991.

I kept saying to Melisa, "Look at what we're seeing out here with this athletic visibility." That increased our interest in working with athletics, because we realized that we were marketing the entire university. A kid will talk about athletics. They may not go to events, they may not participate, but somehow it all matters. So we were quite interested in this conference change, because we felt ultimately it would help our profile as a university.

Our concern as recruiters for the university, as outreach people, was that we didn't match our competition, and we still don't. We saw the University of Nevada as a University of Oregon, as a University of Washington or a Cal or an Arizona or an Arizona State, but we were playing Fullerton, San Jose State—institutions that didn't match our academic profile. So Frank Hartigan (with the honors program), Melisa, myself, Joe, and Jim Kidder had these conversations often that

our athletic program was in the *wrong* conference. We were playing state colleges, yet we were a research university, so how should we get from here to there?

The WAC was the in-between step to our going somewhere else, because we really belonged in a conference like the Mountain West, with Colorado and New Mexico rather than New Mexico State and San Jose State. We all supported the WAC move and the whole Division I-A (instead of I-AA) simply because it was the only way we saw the university elevating its profile *academically*. Otherwise, we were just out there milling around with the Cal States, small schools, or odd schools. It's a problem that we still have, and certainly Cary Groth is aware of it, but at the time Chris Ault was the A.D. I think Chris agreed that we didn't fit our profile, and there we were.

Philosophically, at this time, Paul Page, Joe Crowley, Chris, myself, and others in the leadership team understood we were a mismatch. We had an institution that wanted to be one thing, and our Athletics Department was sitting somewhere else. So how would we get everybody to move at the same time? Ken Hunter had come on to elevate the research agenda, so we were all saying, "We're not going to get there as a research university without athletics being a partner in that process."

You had to have a certain number of women's sports going into that upgrading, as well. Do you think that upgrade helped recruiting?

Oh, yes. I don't think the WAC has done a great service to the men's program, but I think it certainly strengthened the women's program. If we're talking about the years when we entered the conference, I think it was a huge boost to women's sports, because to be competitive at that level, the number of scholarships we had to offer and the breadth of sports were better.

I think it was less of a good move for the men's program because of the weak football conference. The community hates a weak schedule. I mean, you can play East Cupcake State so many times before the community just bails. And we had

some bad years. We had some great years, too, because we were all involved in the president's box at football games in trying to raise money, and we used sports as one of those vehicles. We would have donors come to basketball and football games, since we had been known for football, and then basketball was making a little move here and there.

We hired Pat Foster as the men's basketball coach, and he had taken a team to the Final Four at Tulsa, so there was great hope. We had a few games with more nationally known teams, like Oregon or Wisconsin, but then after that the schedule looked pretty awful. Boise State wasn't doing well then, although they've emerged later here. But the fan base started to erode.

It was, I think, a tough time for football, because it was having a hard time being competitive. We had gone to national championship games in Division I-AA, and now we were suddenly having mediocre seasons and bad coaching. We went through three coaches, as I recall, during the period before Chris Ault took over again.

Do you think that fundraising for women's athletics was helped by the combination of the new visibility—with Ada and Angie and Devin—and then the change in divisions?

I think the emergence of men's basketball as a more dominant player, combined with the weakness of the men's football schedule and with more women actively fundraising, all opened a door for women's sports. I think it was a convergence, a confluence of events, and I don't know that it was intentional. I think it was just the accidental nature of these three or four things happening all at the same time. It gave women's athletics a window of opportunity, though, and they moved through it.

When Angie left, Cindy Fox came, and she had a much different focus. I think initially she was like a senior woman administrator, but the Athletics Department restructured, and they got rid of that concept. Suddenly, you had a woman administrator over men's sports, so you just saw a cultural shift happening, and it looked like the

next evolution of where women's sports were going to fit in.

Right as I was leaving as vice president, the possibility of the Manogue deal came up [whereby the university would be able to purchase land belonging to Bishop Manogue High School, which was moving its campus]. We saw a window of opportunity to acquire that land and use it to support women's athletics and softball and soccer, so at that point the momentum was there for women's sports. People were actively thinking, "What's the next best thing?"

I left in January of 1998, so the Manogue property issue had come up by then. Joe had said out loud, "This is something that could happen." There were a lot of people involved. Jean Perry was also active in Pack PAWS, so she and I had become colleagues talking about and trying to support women's sports as women administrators. She had had a background in sports, so she knew a lot about Title IX, and she kept herself active in dean's council and talking with President Crowley. At some subtle level, I suppose, we were all behind the scenes poking Joe in the back, hinting periodically.

Was Jean on the IAB with you?

No, not when I was on IAB. I had left administration and was a faculty member by then, so I must have been on the board from 2000 to 2002, and she wasn't there at that time. She was active in Pack PAWS, though, and then she was active in general at the university administrative level. As VP I went to dean's council, because I was technically also the dean of students, so Jean and I would talk about women's athletics periodically there.

What role did the IAB play as far as Title IX and NCAA certification?

Joe had said to me that the IAB had had some ups and downs, with active years and really inactive years, and there was nothing visible during the years I was on the board. It was mostly Chris and Cindy coming in and doing a song and

dance and everybody accepting it. Then Chris Exline was the faculty rep for athletics, and he was on IAB.

John Lilley [president of the university from 2001 to 2006] came while I was on the athletic board and met with the board and lined out his very supportive view of athletics. He immediately made some decisions that had been long left unmade by Joe, one of them being to give priority registration to athletes. So I did watch the entrée of Lilley and his support, but mostly IAB was just wrestling with minor issues around athletics—those that might affect faculty more than sports.

When I was there, the board seemed mostly to accept the party line, and they didn't challenge it too much. Everybody on it seemed pretty supportive of athletics, and it wasn't the old-fashioned, typical faculty board where you just antagonize people because it's fun.

You mentioned before that you had been involved with some of the work on the NCAA certification and that wasn't through the IAB. When would that have been?

Joe must have been president of the NCAA around 1995 [1993-1995], so he wanted us to be one of the first schools to go through the self-study and the NCAA certification. He set up a committee, and Ashok Dhingra was one of the leads on that. They created sub-committees, and those meetings were known to the cabinet, so I sat in on some of them—particularly those in relationship to Title IX. Marsha Read was involved as well. So Joe had kind of handpicked the committee to be faculty that had strong influence in the campus community but would also be challenging.

The idea was to analyze ourselves then, but Ashok clearly didn't want the university to look bad, so a lot of times he had a magical way of rewording things so they sounded better than they were. He worked his magic periodically on that certification process, because some of us felt we should have been more critical of the Title IX compliance, because at that point there wasn't much harm in being critical of yourself. And there

wasn't much downside to it. It wasn't like the feds were going to come in the next day and shut you down. The compliance had been going on since 1972 at this point, so you were thinking, "What's the fear here? Let's be more reflective."

There were some of those conversations, but because Joe was president of the NCAA, Ashok always felt the need to keep things as positive as possible, so there was a little bit of that tinkering that I saw. I didn't always agree with it, but I felt like it did give us an agenda. And I think Angie felt like it was a package to look at and think, "What's our next step?" and that from it we could get a plan.

That then evolved into the five-year plan, and I think Angie was quite pleased with that, because it actually had some action associated with it, and we could see that things were going to start moving forward. Again, it's just Joe's nature. I think one always had the feeling that Joe didn't always share it with everyone, but he clearly knew where he was going next, and he just simply needed to move people there. So, if he had resistance in the community or resistance with Pack PAWS or resistance with Chris or Ashok or anybody, you didn't know it. He just simply always knew the next step, because you could see it. It just would pop up.

So, not long after the five-year plan for women's athletics, the Manogue deal started being discussed. "Is there a way we can get that land, help Manogue build a new high school? And what a *boon* that would be." Interestingly, the other part of that discussion was women's athletics, but also the College of Human and Community Sciences, Jean Perry's college, had no home at that time. Everybody else on campus by this point was having their own building, and she was still out there with multiple departments. Manogue looked like it could also be a site for a future building for the College of Community and Human Sciences, which was a win-win situation. Again, on our enrollment management side, when we put on our recruiting hat, we were thinking that those programs were attractive to students, because the school included criminal justice and nursing.

I don't know how long Joe had been thinking about that or working on it or talking in the community about it, but things flowed together, because I think Joe always had some new card he would throw on the table right at the right time. It felt to me like once that mid-1990s period passed—and maybe Joe's presidency with the NCAA was a piece of it—that his sense of commitment and urgency became much more visible to me, much more viable, much more action-centered. More than just being conversational about Title IX, he was being much more *directive* about Title IX. I saw a real shift in him.

Do you think part of that was because so many of the clarifications had come down from the courts by that time, so Title IX was a little more solid? You had a basis for doing something where you didn't have the sense that it would change again in two years?

Yes. He worked with a couple major women leaders with the NCAA, and he talked about them. I think by being president of the NCAA and seeing the larger picture of sports in America—which he's very good about because he's a big-picture guy—he became aware of just how significant all this was. I think he always knew it was the right thing to do. I never doubted that about Joe. Philosophically, he had always been committed. I think he saw the politics of it, but I also think he finally started seeing the solutions.

I think for years we were struggling with solutions, because we were looking at what was wrong, not how to build, and so we were fighting eliminating a men's sport, and the campuses were all struggling. It was like we were all functioning out of scarcity. "Woe is me. We're losing this from here or there. We're robbing Peter to pay Paul." Those kinds of words were being used, and suddenly, the language changed to "creating opportunities" and "building programs" and seeing new venues and new ways of thinking forward.

The university itself made a psychological shift. "We're going to go to the next level." That was Lilley's term, but we were talking about that in

the 1990s. We were talking about becoming more competitive, getting more research dollars, and building better athletics. Women's sports were a piece of that whole thinking-forward model, and we got out of the old "everyone run around in a circle and go 'woe is me'" model to see how we were going to raise more money, have a capital campaign, be successful, build more buildings. I think the whole culture shifted on us, and Joe's national leadership, I think, gave him that insight that that was what was happening nationally. He brought that home, and he brought that energy home, too.

So all of this would have been going on when you were working on the NCAA certification study.

Yes. It started then.

What were some of the issues that you remember or the suggestions that were being made?

Well, certainly, the number of scholarships, the number of sports had to be addressed, and the participation rate as compared to the student body. [Clarifications to Title IX stipulated that the target percentages of women's versus men's participation and sports needed to be based on the numbers of the student body overall, not on current sports participation rates among men and women.] Some naysayers said, "No, we should survey the students and ask them if they want to play sports."

We said, "You know, enough is enough. If you ask people who haven't ever done anything if they want to play, they don't know the opportunities are there, so we've got to think differently. We've got to assume that large numbers of women *want* to participate in sports."

Now as we look back, we all know that's true. Look at soccer youth leagues. Across this country, the participation rate for women in sports is phenomenal. It's gone from hundreds of thousands to millions, and all of this can be attributed to Title IX. It's had the impact for women that the Civil Rights Movement has had for ethnic minorities. It's changed our culture.

I think that with the confluence of events in the certification process, the conversation was much healthier. "How much do we need? How soon do we need it? How many sports? Which sports?"

There got to be some crazy discussions. People kept throwing out bowling and cheerleading, and Jean Perry and I would just seethe. We were saying, "The new sports *have* to be soccer and softball. Look at your community. Walk around here. What's in every nook and cranny of the city of Reno and everywhere around us in California but children playing soccer and children playing softball? Don't talk bowling and cheerleading." So those conversations went on.

There was the desire to exclude football [from the participation counts, because of the large squad sizes], and in an ideal world maybe it should have been, but Jean particularly would come back and remind people, "That's not the conversation here. The conversation is how do we get to compliance?" So I felt like there were some serious conversations that started then that were very specific about how many scholarships, how many sports, which sports, and how to get there.

When Cindy came from Kansas State, she brought a broader scope of already having seen change like that, and I think she knew what sports had to come. She was a part of making sure all that happened, but Angie certainly *started* that conversation, and Angie stood firm. The new sports weren't going to be soft sports. These had to be the big guys. They had to be soccer and softball.

Just from a numbers perspective, too, it couldn't be something like tennis, which is certainly a legitimate sport, but you don't have the squad sizes.

Yes, you don't have the scholarship numbers; you don't have the participant numbers. I think a piece of it was that those of us who wanted soccer and softball felt, psychologically, UNR *had* to start softball again. Now, a lot of people didn't understand that, but for us, symbolically, softball was a turning point. It would send a message to the community that Title IX was serious. Now, we all knew that. Pack PAWS knew it, and the

administration knew it, but athletics toyed with it once in a while, or certainly Chris did, and everyone said, "It's got to be softball or we're not going to win over the community, because *that* was symbolically where you cut the throat of women's athletics, and you need to repair that damage."

Now, I feel the same way about men's track. Ultimately, this athletic department somehow, somewhere, in some other time is going to have to bring back men's track, and then the community will heal. But for women it was softball. So, unlikely as it was, we knew it had to be that, and we would argue, "Why create four little minor women's sports when softball and soccer will solve the problem?"

And softball was one of the early sports, too, at the university.

Yes, it was. Then soccer we fought for because we saw the Hispanic trend in terms of Nevada's population, and we kept saying, "You know, what is the biggest sport in Spanish-speaking countries all over this world but soccer? If we're going to embrace our new diversity as communities, then what's a sport that is engrained in culture? Why not do soccer in Reno?" It's an Olympic sport. Let's move in that direction and not tinker around with bowling.

We have a bowling center in Reno, and I understood the logic of it, but it was like scraping your fingernails on a blackboard when *publicly* Chris, or anyone else, would suggest bowling. Talk about a negative reaction. It was violent! It was like, "No!" No one was even gentle in that suggestion. There was no doubt that it had to be softball and soccer.

When you were vice president of student services, how do you think the implications of all the Title IX changes were being accepted on campus at that time?

Well, I think it was mixed. I felt there was some resistance. I belonged to Rotary and some of the clubs in town, and there was still the residual

resentment about canceling men's track and that that was directly related to Title IX. I had very different feelings, because I was teaching at that time.

When I was VP, I would periodically teach in the Educational Leadership Department, and in my research for teaching I had run across a number of articles that showed that the costs of athletic departments were being more affected by the escalation of men's football and men's basketball than the cost of Title IX, but you couldn't get community people, or even some of the university people, to believe that. They were all just zeroing in on Title IX. "We're having to accommodate women, and it's costing us more money." But the facts were quite the opposite. It was this escalation of men's football and basketball, this sort of arms race that had started, *combined* with Title IX that was increasing the costs for athletics, so I felt like there was still a lot of misinformation out there.

I think there was certainly the resignation that they were going to have to do it, and it didn't matter what they thought about it. I felt President Crowley was committed to it. I didn't feel he had any kind of an emotional attachment either way, and he was pretty solid in his support for Title IX, pretty genuine, but I think I perceived in the finance people and the athletic people, still, this sort of resentment that they were going to have to move in new directions. Once in a while people would even say, "Well, women don't want to play sports anyway."

Having once been a student-athlete, I could say, "Yes, they do! There are plenty of women who want to play sports and appreciate sports and benefit from sports." I would kind of dismiss these people or make comments, but in my wanderings as a VP I saw there was a mixed reaction to it all, because I would meet with the senate once in a while, I would meet with the athletics people once in a while, and I would certainly meet with the cabinet.

The mixed reaction was coming mostly from men, but, I think, not maliciously so. They had just heard the first level of discussion about Title IX and the idea of canceling men's sports for women's

sports, and I think they just hadn't thought through this national push for men's football and basketball and the amount of money involved in that. They hadn't really thought through what the real balance of power here was.

With our own campus, we went from Division I-AA to Division I in football, and then when we brought in Pat Foster—and then subsequently, Trent Johnson—with the whole idea of pushing basketball more. Certainly we were seeing that effort in men's football and basketball. I think UNLV winning a national championship put a lot of pressure on UNR, because we couldn't match that. Our football program had been always a strong Division I-AA, and we were almost periodically in the national championship game. We didn't win, but we played Georgia Southern, it seemed, a million times. When people talked about Title IX, they were forgetting that there was also this changing conference and this moving to Division I and all these other actions on the men's side that were also quite expensive and going to be challenging to the university to pay for, not just the kind of equal opportunity for women. The commitments that we were making as a university, in terms of athletics, were expensive commitments and required a great deal of booster support. So it wasn't just women, and I felt very strongly about that.

You mentioned the feelings on campus and in the community. With Student Services, would you have had a lot of feedback from parents?

No. On the student side, recruiting or working with families, the athletics wasn't much of a factor. It really didn't come up too much. Academics came up much more—the honor's program, scholarship issues. With parents and kids, athletics was just something that was there, at the level where we were working with students, so it really didn't come up much. Once in a while it was an issue with student government, because, of course, a couple dollars a credit goes to athletics, and the students are aware of that. And the number of student tickets and the involvement of students—how many tickets they got for football

and basketball—those issues would come up with the student government, but not with general students or families.

While you were VP, was there any movement that you recall on the part of ASUN towards dividing money differently?

No. You know, I was always perplexed by the Athletics Department. They had, I felt, isolated themselves tremendously, and the students could be real advocates for how the student fee money was used, because they had a good solid voice with President Crowley and certainly with the chancellor. When there were fee increases, while I was VP, athletics never made a move on any money. They would *complain* about how little they got from the students, but they really made no effort to endear the students to them. They didn't do the kind of outreach we're seeing under Cary Groth. I think that her profile has been much better with student government. Previously, they would almost avoid the students, or if they did come, there was a feeling that, "Why do I have to spend this time?"

And I would say, "Because these are your allies. The students *want* to support athletics." There just didn't seem to be much across-campus relationship between athletics and the Associated Students. It was kind of a stand-off relationship. It wasn't negative, but it certainly wasn't the way it could have been. I was always perplexed, because when Student Services would go to ASUN to fund a lab or to give us more help for childcare or more help for sexual assault prevention, alcohol prevention, the ASUN was very generous, and athletics just kind of avoided them. I thought, "Well, you know, they're cutting off their nose to spite their face," because they weren't using these allies.

Historically, I understand that there was a request of ASUN for some of that athletic money to start going to the women, when either Ruth Russell or Luella Lilly were in charge of women's athletics.

Yes. There had been some history, because when I arrived as VP in 1988, there had been

some controversy around how the campus health service was funded and how athletics was funded, and it had caused a rift between Student Services and President Crowley and athletics. I don't know the details of how they restructured the financing of these two functions. The health service went to the medical school, and athletics got this two-dollars-per-credit fee. What it was prior to that I don't know, but I do know there was a lot of resentment, because when I arrived, the health service people were angry, and the athletics people were angry. I know Roberta Barnes had lost confidence in the other administrators, as well as they had lost confidence in her. So I kind of walked into that not knowing the history, but I could feel the tension, and athletics was a piece of that puzzle. Joe Crowley did something that caused controversy, and I know he later told me that it had been a very challenging problem, but we didn't talk about the detail of it.

And I was thinking more of the late 1960s, early 1970s, because it seemed like early on, some of the first attempts to get money for women's athletics were through ASUN through the students.

They were. Actually, even in 1968 we had gone to the ASUN Senate several times, asking for help for women's athletics and PSRARFCW, and they had been very positive in terms of understanding the dilemma of there not being any money for us. But back then, PE and athletics were meshed, so it's hard to say.

Talking about support for women's athletics and fundraising, now might be a good time to talk a little bit about Pack PAWS and the effect that they've had. How and when did you first get involved with them?

I think Angie talked to me. I can't say where I met Angie, but I'd known her. I, of course, would go to the women's events, and Angie and I would always talk, so I got invited to participate in Pack PAWS, and I signed up. Then, too, as a VP you had to give a couple thousand dollars a year to the Foundation, so I dedicated half of mine to women's athletics and half to Student Services. The

half that went to women's athletics, a thousand a year, made me probably an OK donor at that level, so I think I got invited to Pack PAWS because I was giving that money to them. They were doing a banquet every year and honoring the teams, and I always participated in that, and I started going to their meetings as one of the advisory people. This was probably fairly early on, in the 1990s. I came in 1988, so it was probably a couple years after I came—probably a couple years after it was founded.

I met Val Cooke, Joan Wright, and Vicky Mendoza, and they were the heart of Pack PAWS. They were all lawyers, and they were all very strong advocates for Title IX. Along with Jean Perry, I was on the Title IX committee for Pack PAWS, and I think Jean chaired that committee, at least at some point. They would come in and talk about Title IX, and Angie would do reports to us.

We looked at the certification report when it was produced, and we would look at the fiscal report that NCAA requires on equity—the dollar amounts on that and the percentages—because once in a while they would play with the numbers, particularly with respect to some of the general functions. For example, they would say that the publicity guy was half-time with the women and half-time with the men, and, of course, he wasn't. He was 80 percent football. There was a lot of that that would go on, and every school did that. It wasn't a huge red flag, but certainly Pack PAWS would bird-dog it and say, "Wait a minute. You know, is this really the percentage?" and kind of push back a little and try to keep some integrity to the process. So that sort of thing was negotiated and went on.

I think Val and Vicky and Joan, certainly, were always there making sure that Joe was aware that they were there, even when one of them wasn't the head of Pack PAWS. And they made sure that Chris—at that time—knew they were there, and they would ask Angie a lot of questions. Angie certainly had to weave a fine line, because she was both in athletics but was also an advocate for women's sports. She also understood, as Joe Crowley did, that you don't get there overnight but that you had to get there at some point, so they were pretty easy to work with.

I think Pack PAWS—I only sat in on one or two meetings with Joe and Pack PAWS, but they were always, I think leaning without pushing. [laughter] I always appreciated their strategy. I mean, they had that guised threat of all being lawyers. I have such respect for Joe. I think he was genuinely on the Title IX page, and so I think he could manage that—understanding that they were lawyers—in a way that wasn't threatening to him.

Politically, I think Joe has such tremendous political acumen. I think he liked the game of the push and leaning of Pack PAWS, because he understood it was a tool *he* could use more indirectly, politically. You would have to ask him, of course, but I felt that Chris Exline and Chris Ault weren't as appreciative of that sort of guised threat of legal challenge. I think they were more threatened by it and/or offended by it at some subtle level. Not visibly, but certainly you could sense that they were more tongue-in-cheek about it, so when you would watch the interaction, there was this sort of begrudging feeling—"We're going to get there"—but I didn't feel like it was fully embraced.

I did feel Joe embraced it. It was like, "OK, this is where we're going. This is the right thing. We're not going to do it to harm what we have; we're going to use it to build more." I didn't feel like the direction of the university was negative. I felt it was progressive, but sometimes I felt like we didn't move as quickly as we should have. And then it kind of started to happen, so Joe had his cogs and wheels in place. He was grinding it out.

How do you think Pack PAWS impacted visibility for women's sports specifically?

I thought it did great, because they had a lot of T-shirt promotions. If you joined Pack PAWS, you got these T-shirts that had a big Pack PAWS on the back and talked about promoting and advancing women's sports. Ada and Devin had built a nice core of fans around volleyball and basketball on the women's side. The fan base had a lot of older people, and you would see them wearing the Pack PAWS t-shirts to games, and you realized that the support for women's sports was coming from a lot

of older people, not just women. You would see these prominent women through Soroptimists and Pack PAWS and these various groups, but increasingly, you were seeing a fan base of older people. I would have conversations periodically, because some of these people were old school-district people that my husband knew, and I would say, "Why are you coming to these games?"

The men would say, "It reminds us of the kind of basketball *we* played"—team basketball, below-the-rim basketball. The men's sport had become so dominated by the big men that these were men who could relate more to the women's game, because it was that below-the-rim, running-plays, energetic kind of basketball of yore.

It was fun, but I felt like there was some real visibility with Pack PAWS. You would see people around town that were part of Pack PAWS, or you would see fans, and it just looked to me like there was some pretty positive energy around it.

It's hard for me to judge, because I also had left being VP and had become a faculty member, but it seemed like when Angie left and Cindy came in, Cindy was less embracing of Pack PAWS, and Pack PAWS was struggling. There was also a new president, so it looked like there was a little bit of a stand-off starting to happen. There are probably people better able to talk about that than I, but it appeared to me that Cindy didn't give Pack PAWS the same entrée to the Athletics Department that Angie had, and neither did Lilley.

Prior to the origin of Pack PAWS, what kind of support, if any, did women's athletics get from the booster club?

I'm not sure. There were other parallel actions going on in the system, because the financing of athletics was nationally coming under greater scrutiny, as these booster clubs were able across the country to operate in some level of secrecy. These accounts were being brought more into the fold as the Foundation—or any of these independent groups that worked in concert with universities—were coming under criticism nationally. I think the boosters had always operated off to the side, and their finances weren't

very visible, and as they were pulled more into the fold and became more visible to the finance people for the university, then I think we became more aware of how much money was involved in athletics and who the donors were.

It seemed more secretive originally, but nationally, we started this whole accountability process, with more visibility of public entities, and certainly athletics fell under that scrutiny. So I think there was this parallel situation of athletic departments having to become more visible as the Title IX movement was building momentum finally, and I think it gave greater visibility to the disparities.

My understanding is that the booster group, up until a certain point, had been all male.

All male, yes. Then there was the Governor's Dinner [held each year by the Athletic Association of the University of Nevada]. I went to the twentieth anniversary of the Governor's Dinner and told Crowley I would never go again. It was so offensive. The jokes were offensive, and the language. A guy named Clayt Rabedeaux was the emcee and was just vulgar—terribly offensive. There were women at the dinner, wives of boosters or people like me who were administrators. It was *shocking* to me how vulgar it was—the jokes, just the stupidity of it. It was almost adolescent, and it felt like it was just the generation of these old guys.

It wasn't just athletics. I felt the same way in Rotary. When I first joined Rotary, there were sexist, racist kinds of comments, as if these men hadn't lived in the real world, and I think for university people, it's very strange. I was working around people like Joe Crowley and Ashok Dhingra, Paul Page, and deans, and these men are people who have a clear understanding of diversity and race and sex and are very sensitive to these issues, so their language is sensitive and their behavior is sensitive. To suddenly go out in the world of athletics or the world of Rotary, I was just shocked. I guess I hadn't realized that those groups hadn't made the same progression that university people had.

So with the Governor's Dinner, I told Crowley, "That's it. I'm not going back." It was the twentieth anniversary, so it must have been around 1988, 1989, or 1990. I have a cup from it that I kept, because I was so mad and swore I would never go back. I kept the cup in my office to remind me how angry I was at the Governor's Dinner and how offensive I found it.

Eventually, Ashok Dhingra and I also left Rotary and told Joe we were quitting because we both had had it—Ashok with racism, because he was East Indian, and myself with sexism. That was after Ashok and I went to a meeting that was *particularly* offensive. The speaker didn't show, so they decided that every table would tell a joke. They went around, and every joke was sick. I mean, it was just so offensive. Ashok and I would always drive down together, and as we walked out, Ashok said, "I'm going to talk to Crowley tonight about quitting. Do you want to join me?"

And I said, "Absolutely. This is ridiculous."

Ashok was furious, and I had never seen Ashok angry. (He was the VP for finance.) So after work that day he and I went up to Joe's office and said, "We can't do this anymore. These people are just . . ." So that was kind of it. Ashok had told me more than once he didn't go to some of the athletic events for the same reason, that he felt the same, which I found interesting, because athletics was more diverse than most functions on campus at that time, and yet there was this subtlety of sexism and racism that was just very offensive.

Now, what year was it that you would have ended up quitting the Rotary?

I was in Rotary in California, so when I came to Reno in 1988, Joe asked me to join the downtown club. They hadn't had any women yet. Luther Mack and Ashok and Nazir Ansari, I think, were the only ethnic people, and then they invited me, and there was a group of men who threatened to quit if a woman joined, but I had been a Rotarian, so I was a transfer. That was very different, because I was already a Rotarian, which is why I think they picked me to be the first. So it was a transfer, but it was clearly a very entrenched group.

There were a lot of very likeable people I had gone to college with, so I felt very comfortable there, because I knew a lot of these men from when I had been at TMCC. They were on our foundation board or were from the foundation here at UNR and were working with the university. But there was also this other element that was rougher. Once in a while it would just slide into this sort of immature, crude kind of humor that, to me, had a very racist, sexist base to it.

Are you aware if any of the women coaches ran into that with athletic events with the boosters?

No. I never talked to them about it because I was more with Student Services and Pack PAWS. That was a very different environment, because Pack PAWS was a predominantly female environment, and, of course, the caliber of the conversation was quite different.

How would you say Pack PAWS has evolved, and how has it been involved over the years with women's athletics? What are some of the functions that it's put on, for example?

They sponsored the Salute to Champions night, which was a nice event, because it honored each of the women's sports, and they bought the team rings if there was a championship team. They were doing the nice, little, extra things that the Athletics Department might not have done financially. The men's teams, I think, got things like their rings from the boosters group—the Athletic Association University of Nevada, AAUN.

Pack PAWS took on this Salute to Champions event where they brought in a nationally known women's speaker. Patty Sheehan and a famous swimmer-gymnast came. There were some great speakers over the years, women who people wanted to see, and we would all pay for one of the student-athletes' dinners and then maybe a high-school or middle-school kid.

Pack PAWS also put on the National Women in Sports Day, where they would invite hundreds of young middle-school and high-school women

to come up to UNR and to have a day where they went to a university event and met the women athletes and got signatures and things like that. It was a nice little event.

They also sponsored events at the legislature around Title IX for funding. They would take young high-school and middle-school women and college women to the legislature for a day to sit with legislators and to advocate for Title IX to show the power of Title IX and the idea that daughters wanted to play sports, too.

Did you ever read the book *The Hundredth Monkey*? I think there was a recent book called *Tipping Point* with the same concept, but *The Hundredth Monkey* was about an island where they planted a monkey who peeled his orange, and then over time, all the monkeys started peeling their oranges. In *Tipping Point*, they talked a little bit about how smoking was acceptable, and then, *boom*, it changed—how a society flips over.

The example I always would use is when men started seeing their daughters as athletes, and these were men who were coaches or PE people or very athletic men—like my husband, who had two daughters and was a soccer coach for both of them. There was just this point where men suddenly saw their daughters as equals in terms of athletics, and they became the advocates for Title IX. They wanted their daughters to get scholarships. They wanted their daughters to play sports. I don't know when that tipping point came, but certainly I think it gave Title IX a much greater emphasis, because even Joe Crowley would talk about his granddaughter wanting to play basketball. So suddenly you saw men thinking of their female children or grandchildren as athletes.

I think that was an important piece of all this momentum that was building up for Title IX, not only the political side, but I think on the human side. Citizens started to think of young women as having a right to play sports—soccer and softball and all these sports—and you didn't think about it anymore. It wasn't unique. I see that now with our own grandchildren, that they try out for soccer teams, and they're playing sports. It's part of their life, and there are leagues for them. So there was just this tipping point for Title IX when it became

fully integrated in our society, and I think there's probably no going back in spite of the power of men's football and basketball. Behind it there is this other movement that's much bigger than them.

Along those lines, do you have any concluding remarks, or would you like to discuss anything we haven't covered?

No. I just think it's been fun, as a person in my sixties, to look back to when I played sports and the sort of ugly-ducking thing—to look at it today and just see these remarkable young women and the opportunities they have and the acceptance that I feel. There are the idiot talk-show people, but I separate them from reality, because the reality is that all around us we see lots of infrastructure for young women to play sports.

For someone like me to go watch my granddaughter play soccer is pretty fun, because they've got uniforms, it's organized, and they've got good coaching. They're being trained, they're being talked to, they're developing team leadership goals. It's all the things you want sports to do on a positive side, and then we can take our granddaughters to a basketball game. They live in Oregon, and we always take them to an Oregon State game or an Oregon game. We can show them role models of young women playing sports, and it's easy to find now—you're not searching—and these young women who play are just regular kids. It's part of their lives. It's integrated in their whole being, and that's pretty fun to see.

LUE LILLY

Lue Lilly: I was born in Newberg, Oregon, August 23, 1937. My mom was an elementary-school teacher, and she started teaching in a one-room school, then a two-room school, and then finally she moved into the city system. My father was a skilled workman who did cement work and other things, and his goal was to have a business of his own. He ended up being a cabinetmaker. He was very, very skilled with woodworking, which I do, having worked with my father.

My mother was a very strong woman who had gone to what they called “normal school.” The way I understand it, that was more consistent with being in a junior college, and that was all it took to become a teacher at that time. So that was the most education she had.

No one in my family had graduated from college, and I was the first one who went to a four-year school. When I got my degree, my mother said, “If you can do it, I can do it,” and she went back to summer school. She ended up getting her regular college degree. Then when I got my master’s degree, my mother said, “If you can do it, I can do it,” so she went back and got her master’s degree. When I got my doctorate, she said, “You can have it! I’m through going to school.” She was fifty-some years old when she ended up getting her master’s degree, so I have always been really, really proud of her.

My father only went to the eighth grade, but, ironically, when Mother couldn’t do some of her studies, my father helped her with the math, geography, biology, and some of those other subjects. My father was very well-read, but as far as formal education goes, he only went to the eighth grade.

I have an older sister, who is nine years older. My brother is six years older, and there was another boy in between who died, so there’s quite a gap between my brother and I. We’re six years apart. My sister was a housewife, and my brother had a career in the navy.

When I was in the sixth grade, my mother traded me with one of her one-room school students, so that I would be in her class. I was an average student until I had my mother for a teacher. Ironically enough, she separated teaching from being a parent, and she didn’t feel that, as a parent, she should be trying to have me do my numbers and my reading. When I got to her class in the sixth grade, though, she said that I had better learn to do various things, so she taught me as a teacher, and when I went back to the public school, I ended up with straight A’s from then on. She had a different point of view towards education, and she was an excellent teacher.



Lue Lilly

I had straight A's all the way through high school, with the exception of one B, and that was because I had left school and had gone to the swimming nationals. My math teacher said, "You finish assignments before you even get out of class."

My history teacher said how much I would learn being on the road, but my physical education teacher said that, because physical education was partially social, I was missing out on the social aspect of it and gave me a B. So my only B in high school was in physical education while I was at the swimming nationals in Daytona Beach.

When I started off at college (at Lewis & Clark), I ended up with straight A's my first two years, then I quit swimming. I haven't mentioned yet that I was an American record holder in swimming, but I swam from the time I was twelve

till I was nineteen. When I quit swimming, I kept thinking I had lots of time to do things, so my worst semester in college was the semester after I quit swimming. I got three B's in one semester. I went back to getting A's again, but that one semester kind of creamed me as far as being able to get straight A's all the way through college.

I got my master's at Oregon State. I seemed to have been in a hurry to get through with things, so when I started to finish my degree at Lewis & Clark, I found that I could start the winter quarter at Portland State and overlap going to school—the tail end of a semester and the beginning of a quarter—if I could have all my exams done at a particular time and get permission from the president of Portland State. I was able to accomplish that because my professors at Lewis & Clark were extremely cooperative. They let me take my final two weeks early, so I still had to attend class, but I could take the final. I was actually going to school night and day. I was doing the night quarter at Portland State, and I went there in the spring, so at the end of my fourth year, I had finished two-thirds of my master's.

Then I started teaching at Central Linn Junior-Senior High, which was down near Eugene, so that I could drive to night school two nights a week. To make a long story short, at the end of my first year of teaching, I had completed my master's. I don't know why I was in such a hurry, but I seemed to have crunched my education into that kind of a timeline.

I did wait the accepted ten years between my master's and my doctorate, which I got in 1971 from Texas Woman's University. At that time I had a decision to make, in that there were only five schools in the United States that gave doctorates specifically for physical education where they had their own college and their own deans. I had always said I would not get two degrees from the same school, and Oregon was one of the five, so that eliminated Oregon and left four schools in the United States. I wrote to all those schools, had my transcripts sent, and asked them about graduate assistantships, and it turned out that Texas Woman's University was the most expedient for me, so that's where I got my PhD.

I went down there with the idea that I just wanted the degree, so if there was ever a job that I wanted, I could get it. I was just going to get an EdD. It was easier, and I didn't have to do a language requirement, because I didn't figure I'd ever use the language anyway. Dr. Duggan, who was the dean of the college there, was a very strong individual, and, of course, so was I, so she said that I was too intelligent to get an EdD, and that I had to get a PhD or she wouldn't sign my papers.

I said, "If you won't sign my papers, I won't go here." So I left!

A few years later, we were at a National Physical Education Convention. I saw her in Seattle, and she said, "I'm going to retire in a year. If you wish to get your degree, we'll be glad to have you back on campus." Nothing else was said, but I knew they had, again, made some special arrangements for me with this acceptance of my credits and so forth. So I went down, and she gave me a graduate assistantship, and I ended up on campus, and I have the PhD. I was very thankful that she did that. I've had a lot of pride in it. Before, it was just a bunch of initials, and the reason I was getting it, again, was so that I could get any job I wanted. I didn't want to find a job, and then, because I didn't have the degree, not get the job. So that's how I ended up with my PhD from Texas Woman's University.

Mary Larson: Did you finish your PhD while you were at UNR?

No, while I was there [at Texas Woman's University]. I knew myself well enough to know that if I didn't finish my dissertation before I left, I would probably never finish it. The good Lord blessed me in giving me an advisor who said, "If you want to finish this while you're here, and you're only here two semesters, it's next to impossible."

I said, "I know, but I still want to do it."

And she said, "All right. I will make a deal with you that if you turn in the chapters to me when I tell you to, I will get them back to you in two days, and you are to have the rewrites back to me in two days, and then we'll move to the next step."

I agreed to it, and she agreed to it, and we met the timelines, so I graduated while I was still there. It was kind of an unusual education as far as all these little ups and downs and ins and outs, but if I hadn't had Dr. Marilyn Hinson as such a good advisor, I never would have made it. I felt very sorry for the people who were there that said, "Oh, I turned my chapter in to my advisor a month ago, and they've never gotten it back to me, and I'm ready to do the next chapter." The more I heard that, the more pleased I was with the fact that I had such a cooperative person.

Could you talk a little bit about how you first got interested in sports and organized sports?

That's a rather interesting question, because I don't really know. No one in my family is the least bit interested in sports. I've never seen my father throw a ball or anything else, and my mother didn't have any interest. The only thing that I know was that I must have always had a competitive bone in me. When I was younger, my brother and sister would take me down to the swimming pool after we had picked berries, and I know if I saw someone swimming, I would try to beat them.

Now my mother could have sold igloos to people in Alaska. She could talk people into things, so she decided that since I was swimming and enjoying it, she would learn to swim. My parents drove into Portland for this, and I would have been home alone. After her swimming lesson at the YWCA in Portland there was an open swim, and she convinced the persons at the YWCA to let me in the open swim. She said that I was mature for my age—I was twelve at the time—and that I was well-behaved and that I loved to swim, and she got them to agree to it. So here I was, this twelve-year-old in the adult swim.

There was this one lady, and everything she did, I tried to do better. If she went off the board, I showed her I could do the same kind of a thing, and so forth. So she came up to me and said, "I've noticed that you're a little competitive. Have you ever thought of going to the Olympics?"

I said, "Well, I really don't know what the Olympics are, but what do you have to do?" Like

I said, my family wasn't sports oriented, so we never paid any attention to anything like that. I really didn't understand what the Olympics were. Of course, I was twelve.

Anyway, she said, "Well, I happen to be the wife of the coach at Multnomah Athletic Club. Would you like to try out for the team?"

I wasn't sure what a tryout was, but it sounded like fun, so I thought I would try it. My parents drove me in, and I had my "tryout." It was around December, and the coach said, "You certainly have an unorthodox stroke, but you look like maybe you could improve. I'll give you two weeks on the C team."

So, we did it. By the end of the two weeks, the coach had moved me up to the B team, and that same summer I went to California and won the Far West Championships, breaking Ann Curtis's record for the twelve-and-under group.

I continued to swim at the Multnomah Athletic Club, but at that point, that was my only connection with sports. My parents were very supportive, but, like I said, they just weren't interested. Later, I was always watching football and basketball on the TV, and when I was probably in my mid-twenties, my mother said, "You know, I finally decided I think I like basketball better than football. In football all they do is go up and down in the middle of the field, and I don't really know what's happening. But with basketball, when the ball goes through the hoop, I know somebody has scored." [laughter] So that was my mother's evaluation of sports.

When I was getting my doctorate, she said something else that was kind of interesting. "I don't mean to be insulting, but after you've learned all the rules to the game, what do you study?" She couldn't understand how you could stretch playing into a doctorate in physical education. She was a brilliant woman, but if you're not into sport, you really don't understand those things. So that was my mom and my dad.

People saw me swimming, and because I was a good athlete, they asked me to do other things at school. At that point, however, I grew pretty quickly—six inches over one summer—and all my joints stretched. I started dislocating and twisting

knees and ankles, so I had a doctor's excuse not to take physical education. So here I was swimming on the outside and not taking physical education classes because I was getting injured all the time. But I did like all of the sports, and as my joints and all of the connective tissues caught up with me, I started playing sports.

My senior year in high school I played volleyball and basketball and then went on into college as a physical education major and played all of those sports, because I had gained so much from athletics myself that I wanted to be able to try to help other young people have these opportunities. For example, I was the first one in my family to have an airplane ride. I did lots of things for the first time: first time staying in a big hotel, first time eating out at a really nice place, and all of that was through my athletic career. So teaching, to me, was a good way to pay back, to help other young people from disadvantaged homes, or otherwise, to be able to do these things. That was kind of a strange way to get into my lifestyle of athletics, but that's really how it happened. It's just what the good Lord wanted me to do, I guess.

How did you happen to end up at UNR?

I was coaching and teaching at Oregon State when Ken Beecher from American River College approached me. I had the reputation of being an athlete and a good scholar and the youngest instructor that Oregon State had had in physical education, and he asked me if I wanted to come to American River and start their athletic program, so I did that. Then when Dr. Ruth Russell was getting ready to retire at the University of Nevada, she asked me if I would apply for the position there. So I wrote my letter of application at the request of Dr. Russell, and then I was hired.

I probably had been to Reno before, but as far as having any interest in the college, I never really thought that much about it. Of course, Reno has changed in size now, but when I talked to people then, they said that if you avoided the four-block-square downtown, it was like living in any other small town, except that there were slot

machines in the grocery store. That turned out to be a very, very good description of it, and I was very happy there.

Having known Ruth Russell and Iona Mower and some of the others in the Physical Education Department, I felt fairly comfortable in coming up and being a part of that. I didn't know the men in the Physical Education Department, but at that time, men's and women's departments were separate. Men's and women's organizations were separate. There was Western Society for women (Western Society for Physical Education of College Women), and I don't even know what the men's group was called. The national organizations were separate, but they then started combining all these various organizations into one.

I was familiar with Western Society, because I went the whole time that I was at American River, and the junior colleges and the senior colleges were together for physical education, so that was how I knew them very well before I arrived. And I had been on the campus, as far as Western Society meetings and that, but as far as knowing much about the university, I didn't know much except that there was a lot to be done as far as their athletic program was concerned.

Now Western Society was an organization that had a conference once a year for the western region of the national association. Nevada was the host school one year. The national group, I think, was the National Association for Health and Physical Education, but I haven't really had anything to do with that organization for over twenty-five years.

What were the physical education and athletics departments like at the University of Nevada when you arrived?

As was true nationally, the women's physical education was definitely a part of the PE (Physical Education) Department. I kept ending up more in athletics than physical education, and I made a choice against really going the athletic route. I was offered a job in southern California at the same time, but I decided that I wanted to be more on the education side, so I wanted to come

up at Nevada as the chairman of the Physical Education Department, not necessarily athletics. And then, shortly after I got there, they combined the departments, and I ended up back as much in athletics as I was in physical education.

But I did enjoy being the chairman of the Physical Education Department. The men's and women's programs were separate. The Athletics Department was a separate unit that was somehow connected with the physical education, but not totally separate at that time, at least the way I remember it. Now, they may have been totally separate. One of the standards was to have men's and women's physical education and women's athletics kind of together, with men's athletics being separate. But there was definitely a split between the two athletics departments, and when I went there, there was a split between the two physical education departments.

I don't know of any department in the nation that when men's and women's physical education were combined, the woman ever ended up being chairman of the department. It was always the male, which is what happened at Nevada, and Dr. Robert Laughter was the chairman, then, of the Physical Education Department with the terms "men" and "women" gone.

At the time I went to Nevada, Jake Lawlor was the director of athletics, and I have some real sweet stories about him. When I arrived, Nevada was still wearing blue shorts and white blouses. The rest of the other teams—the other schools—had actually gone to uniforms, but Nevada was that far behind. They still had pinnies [a type of pull-over vest, usually worn over other clothing] with the numbers on them, and at that point in time, they had no sweatsuits or anything.

Jake was a really friendly guy and willing to help us, and when I got up there I said, "You've got to have some old uniforms around here someplace. Is there any way that you could provide one of the old sets that you're not using anymore for the women?"

So he gave me the men's gray, wool warm ups. They were scratchier than anything! I don't know how long he had had them. Anyway, these were for six-foot guys, and, of course, some of our girls

were five-foot-four, so we had these *huge*, great big outfits. But the mothers and some of the team members modified them all so that they came down to our sizes, so at least they had the sweats.

Then we bought shorts that were from a regular PE place, and the girls bought their own. They were black, but a real small black and white hound's-tooth on it. Actually, I've just given my jacket to the archives in the Athletics Department, but for the jacket, I got Aldrich & Aldrich to sell me some material that matched the shorts. It was not something they did, but here again I was able to make some special arrangements so that I could get the yardage. Then one of the mothers made a jacket for me that matched the girls' pants. I was very much into wearing team colors when I was coaching and seeing that my assistants did. Of course, I didn't *have* any assistants at that time. [laughter] I did get some right before I left. I ended up with *an* assistant.

So Jake gave us the warm-ups that we modified. We got some shorts, and then eventually we ended up getting some tops. I think the shirts were actually provided by budget request, but all the girls' teams wore the same ones. Regardless of whether it was volleyball or basketball or softball, there was one set of uniforms, and they all wore the same ones. That was the way it got started.

It was my understanding from the history of what the *kids* told me—since there were no records per se—that in the history of the women's volleyball team they had never scored over five points in a game. Of course, fifteen points is the score, and you played two out of three, and they never even scored five points. So I was *very* proud to say that three years later we won our portion of the conference with what we were able to do. I had a good group of athletes. We were able to pull them out of the registration line, and some kids were interested themselves, but we were able to accomplish that.

Basketball wasn't quite that disastrous, but just about as bad. I don't know what the lowest score was, but I know that they didn't win very much. There is an interesting story that has to do with that. The students would say, "Oh, we just go down there and get stomped!"

As I was walking through the bookstore one time, I saw this picture of this great big elephant, and it said, "Better to be the stomper than the stompee." So I very casually, with no forethought, other than the fact that it was a word the students used all the time, bought these posters and gave them to the kids with the idea of building self-confidence.

Well, there were certain members on campus that took that as an extremely aggressive move, that I was telling them to stomp people. I would never have used that particular word, but I did only because the students did. That shows how often innocent actions can really set you up without your even thinking about them. To me, it was an internal matter, and we all knew what we were doing, but it gave the people on campus—mainly the men—the idea that I was going to be an extremely aggressive person and that we were going to stomp people and be mean and tough. It had nothing really to do with any of that, except that it is better to be on the winning side, [laughter] and that was the intention of why I did that. So that was the start.

We didn't have good practice times. We didn't have any athletic trainers. We traveled by two vans. One of the first experiences that I had was when I had just come to the university in the fall, and, of course, it was volleyball season. We played junior colleges as well as the Bay Area schools, and we drove down through a really bad snowstorm to American River College. We were scheduled to play at a certain time, and when I got there, there was nobody in the gym. I hunted around, and finally I found the other teacher, and I said, "We're scheduled. Are we not correct?"

"Oh, yes, but Nevada never shows up if the weather's bad."

And I said, "But we have a scheduled game."

"I *know*, but you never bother to come over the top of the hill."

I said, "Well, I am here now, and unless the pass is closed, we will be here." So that was my first experience of having people report to me what they thought about Nevada. That was another thing I was very concerned with—to say that if the pass was open, we would play the game.

We didn't have any money to stay in motels, so we had brought our sleeping bags. We slept in the gym, as is the story with many other women's teams at that time, and we always scheduled one game on Friday night and the next one on Saturday morning. So you played about four or five o'clock in the afternoon, then you would play your next game at another school about ten or eleven o'clock the next morning, depending on when they could get the gym.

Sometimes, if we did stay someplace, we stayed four to a room in a Motel Six. We would usually stay near the school at the end of our trip instead of where we had just finished the first game. But we would travel—maybe play Hayward, then San Francisco. It depended on who we were scheduled to play, but you always played the evening and then the morning. Of course, men need two days in between, right? [laughter] And they were staying in hotel rooms and riding in buses and flying by planes.

I understand that there was a difference in how the men's teams traveled, versus the women's teams.

There were differences starting back to the point that we didn't have any uniforms. So the uniforms were different, and the practice times. Sometimes we had ridiculous practice times—six in the morning or eight o'clock at night, or depending on whenever they would let us use the gym, because oftentimes, there were men's varsity and junior varsity teams. When I came to Cal, there were *freshmen* teams, so there were three men's teams that all had priority over the women's varsity team. That was very common. Our mode of transportation was always different. We took the vans, whereas the guys took the buses. And where we would stay at Motel Six, they would stay at the nicer hotels.

Women didn't even have per diem. The coach had a certain amount of money, and you tried to get all the kids to eat with that amount of money. You ate at places like Denny's and hamburger joints. Not the best diets, but it was the cheapest thing that we could do, whereas the guys at most institutions were given the money, whatever

amount it was, and they could either eat well or pocket it or do whatever they wanted to with it. It's legal in the NCAA (National Collegiate Athletic Association), but it was just a matter of our trying to save every single penny we could.

The men traveled with trainers and SIDs [Sports Information Directors] and all that sort of thing, and we didn't travel with anybody but the immediate team. Towards the end, right before I left, we were able to take a trainer with us, and I did have one assistant coach in volleyball and basketball. But there were a lot of differences that were somewhat minorly stated right now, as far as how I'm presenting this. [laughter]

Going back to the department when you arrived, you mentioned that Jake Lawlor was there as the A.D. [Athletic Director]. Who else was around at that time that you remember?

Keith Loper was the wrestling coach, I guess. Nevada had boxing, but I don't remember the name of the boxing coach. I coached the two sports, volleyball and basketball. Gail Sherman coached field hockey. They had a tennis team.

I don't remember a lot of the coaches, because, again, when I first got there, I was not in a position to do the hiring and the firing. I did later on, but my first year there, again, I was going through the physical education aspect of it, and all of the coaches were hired just to do something in relationship to their teaching. So all of them were physical education teachers who had coaching assigned as one of the things they did during one season. For example, the tennis coach got relief class time to coach tennis but had a full schedule in the fall. I was the only two-sport coach, with volleyball and basketball. Other than that, the rest of them only coached one sport.

So the coaches would have been hired, essentially, not for their teaching, but as coaches through the A.D.?

At that point in time, they were hired as physical education teachers, and they also coached. Now, Jake, the male A.D., hired football,

basketball, and baseball. Beyond that, I think most of the rest of them had been there for so long I don't think there was any hiring. Like Jack Cook, who had been there for a long time for track and cross-country.

What women's sports were available when you first got there?

They were very limited. There was volleyball, basketball, softball, and field hockey for the four sports. Oh, and Lee Newell was the gymnastics coach. As far as the individual sports, there was gymnastics, tennis, and track. There was no swimming team that I remember, so that would be seven sports.

Now, what types of classes were you teaching when you first got to Nevada?

Actually, I had the academic side of it. I mean, I taught some activity classes, but I was teaching things like curriculum, Physical Education in Modern Society. I did not teach the sciences of kinesiology. George Twardokens taught the biological things, and he also coached men's skiing, but mine were the academic side of curriculum, programs, student teaching, Physical Education in American Education, and Physical Education in Modern Society—those types of classes.

Now, you've talked a little bit about what the funding situation was like comparatively, but do you remember what the budget was when you first got there?

I don't totally remember, but I would imagine that it was under five thousand dollars to do everything. Nevada had a very good system as far as I was concerned. For buildings and grounds, if you needed something repaired, you didn't have to pay for it out of your budget, and if you used transportation from the motor pool, you weren't charged mileage. But the figure itself, it seems to me, was under five thousand dollars. Again, the transportation wouldn't be in there, because it

came from the motor pool, but we're talking about seven sports. We're talking about team travel as far as trying to stay someplace and trying to eat and buy uniforms and buy equipment.

There was a situation as far as getting our money from student activity fees. They were going to try to take some money away from the men's sports, and my position was that they weren't that adequately funded in the first place. The men got two dollars from the student fees, and they were going to try to have us take part of that money instead of adding on to the fees. I worked with the student body officers, and we were able to put in an initiative where the women got fifty cents per student as our budget. So to start with, that's how we increased the funding for women's athletics. And the men still got their two dollars.

That was the first time the women had been given a specific budget as far as their athletic program was concerned. And we did fundraisers—the old-fashioned cake walks and car washes and that sort of thing.

One of the most interesting experiences we had was that Mary Gojack, the mother of one of our students (Pat Hixson), was, in fact, a senator, and she arranged for us to actually play the state senators in basketball. It was going to be a great big social event where people would pay to do this. [laughter] It started out as a fun evening, but when the women started beating the senators, they didn't take it that well, so they started getting rougher and rougher. And they were these huge, big men. I can remember one time this great big guy came at Barbara Biggs, who was probably about five-five and maybe weighed a hundred and ten pounds at the most—a little tiny, skinny thing. I just happened to be at the right angle so that I could see that when he hit her, he literally knocked her about two feet just sideways! So we decided that unless the men had a better attitude towards playing us the next year and made it a fun event, we wouldn't do it, and we never did it again.

The senators got too rough, which was too bad, because it could have been a good fundraiser for us every year. But we advertised that, and we didn't charge admission at that time. It would have cost us more to have the people at the gate than it

would to get the money anyway, so it was a wash. We didn't bother with it.

Did you have any women's booster groups or a core group of women supporters that you could depend on?

Not at that time, no. There was no publicity at all. This was another fun thing that I did as far as trying to develop women's sports. I couldn't get them to put the results in the paper, and we tried and tried. I would call them, and we would try to get publicity, but the media wouldn't do it. So I got all the parents from every team to call after every event to see what the score was. I then received this nice phone call from the *Reno Gazette* saying—and I'll not use the language they did—"How do you stop these damn phone calls?"

I said, "It's very easy. Just put the results in the paper. People will be patient and wait until the next morning. They won't have to know that same evening." So it worked, and our scores started getting reported. We never got much past that, but at least it was a start. We ended up in the agate [box scores], so you could at least find out what the scores were, but that was the beginning of our publicity.

We would put flyers up on campus to let people know that there was going to be an event and it was in the physical education buildings. Occasionally, like when we had a big gymnastics meet, we would post on campus bulletin boards. We had a person that did the rounds to make sure that notices got up, and, again, everything that was done for us was done on a volunteer basis.

As far as having a booster's group or anything like that, we really didn't. The Wolf Pack was in existence, but it was strictly for the men. And I wasn't there long enough or wasn't responsible for fundraising to the point that we ever got anything like Pack PAWS. That's a marvelous group, and I'm glad to see that it's there.

And, too, from a philosophical standpoint, this was not too long after the national women's athletic organizations were going away from the play-day models, so along with working on raising the

competitive level, you were having to build a lot at that point.

Right, and that depended a lot on the states. Some of the states were much more advanced than others, but there were only about four or five in the nation that you could say were really past that early stage. I came from Oregon, which is why I had a different point of view, because we had state high-school championships for girls back in the 1950s. When I was in high school, I swam in state championships, but here again, a little of the bias still shows up in the fact that the championships were for the "acceptable" women's sports—swimming, tennis, golf, and gymnastics. There were no team sports for the championships, although those were OK for girls to play. But I'm very proud of the fact that Oregon did have state championships. And it wasn't rinky-dink. It was a regular state meeting, with appropriate medals put out by the Oregon Schools Association.

But, yes, as far as the general statement, play days and so forth were going out. The first women's national collegiate championships were in the late 1960s, but they were very, very limited. You had to win your regional to qualify for the nationals. Our national championships had maybe eight or sixteen teams, with sixteen probably being one of the biggest. And it was a big move to get to thirty-two! [laughter] Of course now there's sixty-four in basketball. But you had to win your region to even go to the nationals previously, so only eight teams ended up even in regional competitions. It was very different.

What had the operating philosophy been when Ruth Russell was in charge of the women's programs, prior to your arrival? Had that been more in keeping with the national trend with the more social, non-competitive approach, or had she started working toward a more competitive model?

I think she may have gone a little bit in that direction, because she knew what my reputation was and she wanted me at Nevada. I would think that was one of the most positive moves from her standpoint. If you take into consideration that the

teams at Nevada still didn't have uniforms, they were still wearing pinnies, and they hadn't scored over five points in volleyball, women's athletics certainly wasn't a priority in the department. It's one of those things where maybe they just kind of let it happen on its own. They had people on staff who handled the sports, as far as being assigned class time, so there were practices, but as far as trying to improve practice times or negotiate field space or any of those kinds of things, I pretty much was in a position where I did all that after I arrived.

You've mentioned trying to work on things like practice space and uniforms and some of the funding, but when you came in to take over the department at Nevada, what were some of the goals that you had?

Actually, I had made the big decision that I was going to be in physical education. I was going to coach, but you kind of did the athletic thing not as a side, but certainly differently from what we do now. I re-evaluated the curriculum. I tried to figure out what was more advisable. I changed class times as to when the things were offered. I tried to put in different sequences of the types of classes that were needed. I wrote some syllabuses to have some new classes added.

The major emphasis, as far as my administrative abilities, was put into the physical education side of it, but I think I did more as a chairman of the Physical Education Department and as a coach, as opposed to thinking of the position of being the athletic director. It kind of went backwards, if you want to say that. I needed more practice time for my team, so that was when I went after practice time. It wasn't as though I set up a big, master goal that had this big athletic program where you needed this, this, and this. It was more like I backed into it.

I was really doing the physical education part, but, again, I always wanted the women to be respected, and I didn't want them to be pushed around. I didn't want them to have less than what would be expected of women who were trying to achieve their goals. They had to have some reason to turn out for the teams. And since they

were there, they must have been competitive, and therefore, they wanted to compete, so you needed to have better conditions under which they could compete, better knowledge, better facilities, better everything.

We didn't have athletic trainers in my era. Again, most of the head coaches did all the training—wrapping the ankles and doing the knees and all that. We didn't have anything like the whirlpools and the Jacuzzis they have now. The *men* did, but the women didn't have any of the electronic equipment. There wasn't a women's athletic training facility that had the modalities that were needed at that point in time. And as far as the facilities were concerned, when that new one [Lombardi Recreation] was being built, I was on the committee to do it. And guess what? They gave me the swimming pool. [laughter] I wonder how that happened. I was responsible for the design of the swimming pool, so I had to decide on the types of gutters and deck space and all that, but that was my major contribution.

I had input as far as the general committee meetings, but here again, I was not assigned to better design the facilities in which the women would be playing, because we didn't want to move. We really wanted to stay down in the Old Gym, but the men wanted more time there, so they presented it to the public that we were being treated so well because they were putting us up at the *new* facility.

The locker room was great, but Tartan floors were not what we were used to playing with. Everybody knows that you increase injuries on them when you're playing full-speed basketball. We would have to practice on that, and then we would have to go down and play on a wood floor. Plus the ball was different, and it was different when you were running, so it was really to our disadvantage to be assigned to that facility, but publicly, it was presented that they had provided this new facility for the women. So there was quite a twist.

I would have preferred to stay down at the Old Gym, but again, at that point in time and with the progress that we were trying to make, we didn't make it too much of a verbal fight. Did you

want to win the battle or the war? So we kind of backed off, although we did have a hard time with increased knee and ankle injuries on the Tartan floor. They're great for rec, but not when you're trying to play full-speed basketball.

The men stayed on the wood floor for all of their teams. No matter what it was, they were able to stay down there at the Old Gym. And, again, when we went up there, there was no seating capacity, except some pull-out bleachers.

Although the facilities at Lombardi Rec might not have been as good, did that help solve some of the facility scheduling issues, as far as practice time?

Well, it definitely solved it to a certain degree, because there was one more space, so that helped, but because there were teams for intramurals and recreation, the pressure was still there to have a limited amount of time when the women were able to practice.

Were the men's intramurals getting priority over the women's teams?

I don't know that they were getting priority, but it still kind of crunched us into a smaller time slot. Physical education classes were on one end, and then recreation programs started to come up on the other end, and we were still kind of squeezed in the middle.

In the entire time I was at UNR, we never had anything like training table, so if the students had to practice during the dinner hour, it created a problem as to when they were going to eat. Lots of places have what they call late lunches. I don't why they say that when they're served in the evening, but they set the dinners aside. They're never that good, because they've been sitting someplace and are semi-warmed up [laughter], but I don't remember us even having that at UNR. So that was a little different, because most of the men's teams had training table. They could have fully-staffed meals anytime they wanted.

Was that mainly booster supported or university budgeted?

It was just a part of the men's budget. Again, when I'm talking about the men, I'm usually talking about football, basketball, and occasionally baseball. Some of the men's so-called "minor sports"—whether it was skiing or tennis or whatever—were treated more comparable to the women's teams. As time progressed, they became more comparable to what women's basketball and volleyball became, so you really had the hierarchy of men's football and basketball. In the middle, there were the men's "minor sports"—now they call them Olympic sports—and women's basketball got in that mix. Then down below that were the other women's sports. So there were really three levels.

We were talking a little earlier about the funding issue, and you weren't just competing for space, but also for funds. Can you talk about the difficulties and some of your fundraising approaches, even though that wasn't the primary role of your position?

We would put on a special event in gymnastics to try to get people to come. That wouldn't be just the usual gymnastics event. It had more tumbling and things that weren't necessarily specific gymnastic events. At that point in time, we had all the old-fashioned things: the cake walks, the bake sales, car washes. I don't think that we went too far beyond that, except when we tried to have some special events like we did with the senators. We did have some challenges, like a marathon walk where you would be sponsored for ten cents per mile, or you would get someone to play so many tennis games against one of your better players. All those kinds of things were in the mix, but it was on a much more minor scale than any of the things that we would do now.

We're not talking about hundred-dollar-a-plate dinners, but those came up. In fact, one of the things that we tried to do that kind of fizzled involved having someone that we thought would be a political draw, and we had an event with this speaker for ten dollars a lunch. It was OK, but it certainly didn't set the town on its end with people

thinking, "Oh boy! I really want to go next year!" But we did make some of those attempts.

In my mind, I keep getting some of the stuff that we did mixed up with what I did when I first went to Cal [University of California, Berkeley], because in a lot of ways, believe it or not, the circumstances were very similar. I kind of started and did the same thing all over again. Actually, I pretty much made a career of that, because I started the program at American River, which was nothing, and then they became quite effective. Then I did the same thing at Nevada, and now I've done the same thing at Cal.

Cal was the last major university in the United States to give a scholarship to women in athletics. I started there in 1976, and most places had started with scholarships in 1969 or 1970. Then with Title IX in 1972, you could see they were quite a ways behind. Well, that's kind of the way I felt when I went to Nevada. The other teams already had uniforms, they had some per diem, they had better practice times, and so we were starting behind the eight ball. It was a big game of catch-up with the other schools.

We belonged to something called the Northern California Intercollegiate Athletic Conference (NCIAC), which I thought was a good idea at the time. It was an umbrella of twenty-one schools in northern California, and at that time, we didn't have Division I, II, and III like we did later, but they were divided into groups within the sport according to their abilities. For example, you took all twenty-one teams, and you took the best seven in basketball and then tiered them down. And you might do the same thing in volleyball. Now they may not be the same schools tiered the same way for each sport, because there was a tremendous amount of flexibility as to which group a team might be in.

I don't remember the exact rules now, but it seems that if one team was at the bottom of one tier for basketball, and another team had been at the top and was winning quite easily, they flipped, so that one team went down a conference, and the other one went up. It really made for the best competition, and I thought it was tremendous for handling everything, because you might have

a private school that didn't have anything but a good tennis team, and yet they could be in the top group for tennis, regardless of how small they were. I thought it was kind of smart.

Each school didn't have to have every sport, so there were different numbers of teams in all of the sports. Usually, everybody had a volleyball and a basketball team, but a lot of them didn't have softball teams, and certainly not a lot of them had field hockey teams. Almost everybody had a tennis team. But, again, I thought that was really an intelligent way to handle the situation when dealing with that many schools, and yet there was still an overall view of trying to help everybody be the best that they could be.

Was Nevada in that same conference situation the whole time you were there?

Yes. I'll tell you another little story about that. At the time that I went to Nevada, I had been in California, and it was the Northern California Intercollegiate Athletic Conference. I knew a lot of the people through physical education and so forth, so it wasn't like I was just coming in like an outsider. I came in, and I said, "I understand that with Nevada in the conference you wouldn't want to change the conference name, but could you do something that would at least recognize that there is a Nevada school?" Our emblem was the State of California, and I suggested that maybe they could just put a little dot where Reno was, and it was voted in. If you look at the logos of NCIAC from that time, you will notice that there's a little tiny dot where Reno would be on the map. So that was a good way to put myself back in with the people I had been working with in the California system, because in that conference we were the only school that was outside of California.

I think this may have happened after you left, but do you happen to know when both the Nevada men's and women's teams ended up in the same conference?

I know what happened, but I don't know when it occurred. With NCIAC, women's teams started

pulling out as they went into the conferences their men's teams belonged to. The other thing that happened was, on a national basis, that women's sports got divided into large schools and small schools. So if you had over twenty-five hundred women on your campus, then you were in one category. Stanford ended up being a small school, but you had the option to play up, so if Stanford wanted to play with the big kids, they could, and they did. But what was happening, then, was that as the smaller schools started to drop out, some people started putting their men's and women's athletic departments together sooner. And as soon as they did that, then they split off and left NCIAC.

All the schools did that at different times, but because one school did it, it started the ball rolling. Then pretty soon, like when San José went with the WAC (Western Athletic Conference), teams dropped out one at a time to go to different conferences.

It depends on the school and the conference. Now, at any time, once they allowed women in to the various conferences, your school could stay with the women's groups, which some did, but then they just had more and more pressure to go with their men's conference. And it was "men's conferences", because in all cases the women were being brought into the men's conferences. There were none that went the other way, except I understand there were a couple of conferences back East that actually had the women in the lead, but, again, those were almost always Division III schools, not any of the "big kids." So that's what happened.

The other thing that happened, in 1982, was the big fight between AIAW (Association of Intercollegiate Athletics for Women) and NCAA. [The NCAA started holding women's championships and was sued by the AIAW, which had previously been responsible for sponsoring such events.] After AIAW lost the lawsuit in 1982, the NCAA started having championships for women.

I'd like to clear up a little bit of history here. Women actually *asked* the NCAA to hold championships prior to ever starting AIAW, but the men didn't want to have the women in the

group. We wanted national championships, and the only way we could get national championships was to do it ourselves, so that's what we did, and that was how AIAW started. If the men had let us have championships in the NCAA to start with, there never would have been an AIAW.

As we started getting stronger and started getting television contracts with AIAW, the men started paying attention, and then they absorbed us in 1982. At that time, most of the independent schools who still had not combined the women into their conferences really started to do that. It made sense. There were two organizations. The women were taking care of AIAW and learning all the rules, which were very different from NCAA's, then you had two sets of leaders doing two things.

Once everyone was in the NCAA, then there wasn't that same need to have separate departments, so within the next few years after that, all of the schools combined men's and women's athletic departments (with the exception of about eight or ten schools). Four of those are still separate departments to this day, Tennessee being one of them, with Pat Summitt (the women's basketball coach) reporting to Joan Cronan (the women's A.D. and former basketball coach). I think that speaks well for itself. Actually, of the four teams that are left, all of them are highly nationally ranked as overall programs. They are in the top ten in the nation. People say, "Why do you think that was?" I think it's because you had one person who was totally involved in trying to make that the best program in the country, and they were able to do that. The other three were Texas (with Jody Conrad as women's basketball coach), Iowa (which had Chris Grant as A.D.), Minnesota, and Cal. Cal was not combined into one department until 1992.

Was the AIAW an outgrowth of the National Association for Girls' and Women's Sports (NAGWS) or its successor?

It wasn't really an outgrowth, per se. NAGWS did all the rulebooks and put on all the clinics, but they did *not* provide for competition. In 1969 there was the Commission on Women's

Athletics set up, and it was a group of people who got together because they wanted national championships. Those people were the ones that were still active in NAGWS, but it really wasn't an NAGWS committee that did this. It just kind of started as a necessity. That's the same way the NCIAC did this. In 1964 a group of people got together and said, "We need to have better competition." Then it took them a few years to get it going, and there were lots of growing pains.

The commission was set up in 1969, and I think it was 1971 that the AIAW was formed and started informally to have national championships. And as I said earlier, it was very limited, with maybe eight teams, but our rules were very different. In 1982 they combined, and AIAW dispersed, because it couldn't compete with NCAA. But few people know that the women from that commission first went to the NCAA to see if they could get championships, and the NCAA wouldn't do it, so they formed their own group separately.

Some of the leaders were Judy Holland, from UCLA, and a lot of people from back East that were going to serve on national committees. Also probably Barbara Hedges and Joan Parker from Berkeley. There was a real strong lady from Utah and then Carol Gordon from Washington State and Chris Grant, who I mentioned earlier. And Donna Lopiano from Texas, who is now the executive director of the Women's Sports Foundation in New York, but she was at Texas for a long time.

While Jody Conrad was at Texas later, at that particular time it was Donna Lopiano. Now this shows what we do in our heads, but both times I mentioned the schools, I mentioned their basketball coaches. I didn't tell you who the A.D.'s were. [laughter] I told you who the basketball coaches were, because they're easily recognized. Nobody around here is probably going to know who Joan Cronan is, but they certainly have heard of Pat Summitt. The same is true with Donna Lopiano, but I'm sure people have heard of Jody Conrad, since the team has been on television with all their wins.

At Nevada, I understand there were student representatives to different athletic organizations,

such as the Women's Athletic Board. Could you talk about those positions?

When I went to Nevada, there was the Women's Recreation Association (WRA)(which later became the Women's Athletic Association). It was with the Athletics Department. In the NCIAC, which I mentioned previously, each school had an administrator and a student, and they had equal votes. So if an issue came up that was voted on at the conference meeting, it was even-steven as far as the voting was concerned.

There was a council, and every school pretty much did it their own way, whatever that was. My feeling was that each sport should be represented, so that each sport selected their own person to the WAA council, and then from that council a president was elected. That president was then the one that went with me to the NCIAC meetings.

The council was involved with a lot of the decisions. They were some of the main people involved as far as planning our events, and they were kind of their own little, tiny, fundraising group. It was their job to get the teams involved in each one of these activities that we had if we needed to have more people involved, and they, in a sense, set policy.

I don't think we had an award system. That is, I don't remember letters or anything like that, but I know that we did have what we called a participation mug. Linny Loeffler, in the Art Department, developed this really cute logo for us, and we put it on the cups and some of the other things that we had. It had the year on the bottom, so everyone that participated for the year got the mug. But as far as the awards, again, that would be a different thing, where the guys got their letters on their jackets and whatever else they received. I don't remember the women having any of that during the time I was at UNR, other than these glass mugs. I don't remember an awards banquet at the end of the year. There was never any public recognition of any of the kids' achievements, so that's kind of a dead end as far as my memory is concerned.

I think the most amazing thing, and one of the things that was very difficult for the men

to understand, was that the students had equal votes when it came to the council. We always felt that we were representing the students as well as the university and that, in a sense, it was their program. There is such a philosophical background to these things as far as what the program was for, what you were trying to achieve, and what you were trying to have. On the other side, we were in intercollegiate competition to win and go to a national championship, so there was quite a mixture there.

I think that the transition (from AIAW to NCAA) is kind of ironic now. I was always proud at Cal that we were one of the last ones to still have a council, and it ran pretty much on the same basis of what I've just described. I took my philosophy with me. I don't know when they instigated it—probably in the last eight or ten years—but the NCAA *now* has a student representative council. It disappeared with the student participation, and now it's come back again so that on the national level they do now have student representatives, although not on the same basis. They never, ever had that during the entire time that I was in the NCAA. But that's student participation now that they never had before.

Were most of the student representatives on the Women's Athletic Association board pretty active, or were some more involved than others?

It was up to the team to select people who they thought would be active, so they were usually a pretty outspoken group and basically the leaders of their team. It was a pretty strong, opinionated group, and it got stronger as the teams got better. Obviously, they would expect more and be more vocal about what they thought they should and shouldn't have.

I do know that when it came to getting the additional money from the student government for women's athletics, the student representatives were important in trying to get the initiative passed. All of the kids were supposed to do their thing with their classes to try to get that fifty cents that we wanted from the ASUN (Associated Students of the University of Nevada). The

students were key to helping me achieve what goals I felt were necessary for the department to move forward.

I like to stay independent in being able to do what I think is right for the students, and yet at the same time trying to fit in to where the school is going nationally, so I was always a hanger-on for a lot of things. Where other people had lost their councils, I tried to retain one. When other people dropped certain sports, I tried to retain them. I guess that was pretty much my direction, trying to retain the things that were important to the students and yet to inform them, help them make their decisions, help them see the philosophical side of things. It's not always about money; it's not always about winning. It's really long-term about what we're doing and why we are doing it and having them be active in that way.

Another thing that I felt, as far as sports are concerned, was that if the coaches were the right kind of coaches, and if I hired the right kind of people, they would be concerned with them as *students* and as athletes. If I was in an interview with a coach, and all he did was try to tell me of his accomplishments—"I did this. I did that"—or if I heard "I" too many times, I was concerned with where their direction was.

Sometimes I would say to them, "Well, how do you think that affected the students?" And it was like they had never even thought about it.

Those were the types of things that I tried to teach the council along with seeing the importance of working together as a group. I felt that was an educational thing for them, and that was why I felt it was important to keep it. Also, they were more informed. And if there were a lot of rumblings on the teams, they had a direct representative in both directions: one, to let the team know what was going on, and secondly, if there was something wrong with the team, they could come to the council. It made for smoother sailing, if you want to call it that, by having everybody know what was going on.

Were there any particular student representatives, as far as the ones who would have gone to the NCIAC meetings with you while you were there,

that were particularly remarkable for one reason or another?

Again, I wasn't there that long, but one of the persons that was extremely good and in on the transition of this ended up being on the UNR staff, and that was Olena Plummer. She was very good analytically. I think politically she saw how things were. She was a good sounding board for me, too. Then the other one that came through was Pat Hixson. I should have five names there as to who my councilors were, but those actually are ones that came through. If those are the ones I remember, they must have been the most important.

Both of those people were good students, excellent athletes. They both played all three sports (volleyball, basketball, and softball). They were leaders. The other girls really listened to them, and I listened to them, which was very important, I think. We did a lot of talking when we went to the NCIAC meetings, because we had to ride together in the car all the way down and all the way back, so I had a lot of time with them individually, and most of the talking was about sports and school and that sort of thing. So it was good.

Now, was the Women's Athletic Board separate from the council?

No. There really wasn't a board. It was the council. I think people use the terms interchangeably, but there was only one group, and that was the student reps, and that was the council.

Were there any groups that had faculty representation or representation from outside the Athletics or Physical Education Departments?

Not really. We hadn't reached that point yet. We were still too new. We were even still trying to deal with what the council did. We were in transition, departmentally, between physical education and athletics. Back then, a large number of your athletes were simply physical education

majors, and as things progressed, it was kind of nice to see that there were more and more majors brought in. I think a lot of them thought the athletic thing was just an advanced PE class. They didn't really think of it as an athletic situation. I don't mean all people, but the public's concept was kind of that our women's teams weren't really varsity teams. As that started to change, then there became more involvement, but it was usually on a one-to-one basis.

And who knows the motivation, but Mary Gojack became very involved as a senator and tried to do some things at the state level. But Pat Hixson is her daughter, so there was that connection. She was in my office and talking, so from that standpoint, there were some women who were interested that way, but there was never really an organized effort, except for the one time we tried the governor's lunch. That was probably through Mary, also, and it was moderately successful.

There was never really an opportunity to have groups of people to say, "This is what we're going to do." People cooperated, like I said, trying to call the *Reno Gazette*, and it worked, but there really wasn't a core group. I sat in the background and got things going but didn't really have the time. If I had been there longer, I would have had a booster group.

The Wolf Pack was there, but it was definitely for men only. As far as I remember, they wouldn't even let women join it, even if they were good sports fans. It was strictly a men's group. Now, I may be wrong on that, but at least that was my perception, since I wasn't a part of it.

Since we're talking about organization, this might be a good time to just outline all at once what the changes were with the organization of the departments—with athletics and physical education—and how that reflected national trends.

When I was hired, I was chairman of the Women's Physical Education Department. There was the men's department. As they combined, I think that the trend nationally was pretty much the same, that as institutions saw women's athletics

as a major thing—even though we’re talking about physical education—they had to figure out what to do with it. Some of the women’s programs started right off with the men’s programs when they decided they were going to have teams, but most of them came from the physical education departments. On a national basis, some of them broke from the physical education departments to the athletic departments prior to the combination of the physical education departments.

In other cases, the departments were combined, and then someone said, “Well, what do we want to do with women’s athletics, because it doesn’t fit in with men’s and women’s PE?” And then it was moved over.

But one way or the other, whether it was in advance or after the combination of the departments, that became a pretty standard thing. The same was true, actually, with our national organizations. I don’t know of a counterpart for the Western Society Physical Education for College Women (WSPECW), but at the national college level, there were two organizations, and eventually those two physical education organizations combined, so that it was no longer men’s and women’s. That just kept happening all the way through.

In a lot of the athletic departments, there were three different ways to be combined, and one of them was that the men’s and women’s sports were mixed together so that if an administrator was in charge of women’s tennis, that person also had men’s tennis. So that’s one way. The second way was to simply leave totally separate departments except that the women reported to the men, but they pretty much had autonomy in their own groups. Then the other was mixed again, so that the individual departments were totally combined except from a budget standpoint. So to say it’s a combined department can actually mean any one of three things, rather than just saying that the departments are together. Some of them mix them up so much that you can’t even tell what’s men’s and what’s women’s on purpose.

Again, with the Nevada situation, the two Physical Education Departments were combined, and they didn’t know exactly what to do for

women’s athletics. That was when it was moved over to be a separate department with a new athletic director.

So when you first got here, there was a Women’s PE Department and a Men’s PE Department?

Jake Lawlor was the athletic director. Now whether he was still in physical education or not I actually don’t remember. I think he was separate, but I know that all of the coaches taught in physical education, so there was nobody that was a full-time coach that didn’t teach something. In fact, I think it was required that they teach something, so that was where the lines between the actual athletics and physical education got a little bit mixed. But I do know that Jake, as the athletic director, could do what he wanted to as far as athletics. He did all the hiring and the firing, and he didn’t have to necessarily be involved with the Physical Education Department. Now whether there would be a courtesy interview or whatever, again, I was new there, so I don’t know, and things started changing rather quickly after I got there.

When the two Physical Education Departments went together, then the women’s athletic administration function was moved over and was considered a combined department with one athletic director, and that was Mr. Trachok. Now, there was a term on a national basis, “senior woman administrator,” and when that combining of departments occurred, the person in charge of the women’s program was given that title. I left Nevada in 1976, and that didn’t occur until sometime later, so I was never given the title of senior woman administrator when I was at Nevada. I was just there, and at that point in time when they combined the departments, I didn’t have any function as far as hiring or firing. Mr. Trachok had to approve all of that, because he was now the athletic director. Actually, I wasn’t there that much longer after the departments were combined. That was the second change.

Now, as far as my personal history, when I was at the university and chairman of the (Women’s) Physical Education Department, the men’s and women’s programs had been combined, so that

I was reporting to Dr. Robert Laughter as the chairman of the Physical Education Department.

In what year did that happen? Was it around 1973?

According to this, I became the director of women's athletics in 1973. So that was when I was still teaching physical education, and I was still coaching volleyball and basketball, but in 1973, I became the director of women's athletics as a title. In 1974 I became an associate professor in physical education, and in 1975 I became the associate director of athletics in a combined department.

As far as the combining of the Physical Education Departments, I had never had any discussion with Dr. Laughter. I always thought we were on good terms and everything was fine. I had gone off to teach one of my classes at about ten or eleven o'clock in the morning, and when I came back into my office, there was a letter on my desk. When I opened the letter, it indicated that I had been fired. I had had no meetings, no discussions. Nothing was wrong or anything.

I'll find the original letter, but it was with the idea that I was released from the job, and that I was making the young women either assertive or aggressive—I can't remember which of those two words was used—and they felt it was better that I not be involved with the leadership of young women. I had never had anybody give me any discussion, I had never had meetings, I had never been warned, so it was total, total shock. I was getting good raises, good evaluations and everything, so it was a total shock.

I'm not sure of the sequence of events, but I do know that at some point, because I had academic rank—I was an assistant professor—I took the issue to the Faculty Senate and provided my own defense, all the information that I had as far as my teaching, my evaluations, and public comments. I didn't scramble around trying to get people to support me per se. I had enough information, which was all the background that I gave the Faculty Senate. The Faculty Senate, if I remember correctly, overrode Dr. Laughter eight to zero, so I was reinstated, but then I was back in a situation where I was working for someone who had fired me.

In the meantime, I got promoted to be an associate professor of physical education, which was always a little strange. But that was done somewhat through the senate and through the dean, and the more things that happened positively for campus, kind of the worse it got for me. I was not given a raise by the department, and, again, the dean overruled the recommendation of the Physical Education Department and gave me a raise anyway. And then I ended up with the academic rank.

About that time, I guess the other way to try to get rid of me was to move and combine the athletics departments, because shortly after that, that's what happened. I was director of women's athletics, and I still had no difficulties or anything, but I was called to a meeting in the president's office, and this was President Max Milam. I had no idea what it was about. Everybody was kind of hush-hush. I'm sure that everybody else, as far as the administration, knew what was going on, but I didn't have any idea. I was blindsided again.

I walked in, and we were given a piece of paper that said I was going to be assistant to the director of athletics. Of course, that's a tremendous demotion. "Assistant to" would have put me on a secretarial-staff level of being the athletic director's gofer without any administrative authority at all.

At that time, the chairman of the Faculty Senate was Joe Crowley, I think, and there were other senior members of the Faculty Senate, the president. I'm not sure who all was at the meeting. Of course, Dick Trachok was the athletic director. There was a rather heated discussion at the meeting about what this change really meant and what had happened to women's athletics and what would happen to me personally.

I was very pleased with the support that I did have. The way I remember the situation is that there was so much discussion, so much debate, and so many heated things going on, that when I left that meeting I had been given the title of associate director of athletics. So that was kind of a change from going into that meeting, and I was in that position for one year.

It's kind of an interesting story, too. I was in the car with Pat Hixson. We were going to and from an NCAA meeting, and we were talking about, again, the difficulties on the campus, and what we were trying to do, and she just asked a simple question, and out of the mouth of babes comes, "Why do you stay here?"

And I said, "Well, for you students."

She said, "We're all going to leave. Why don't you go someplace where they will really appreciate what you're doing and you'll be able to have a better situation?"

I said, "Yes, but then this program will most likely go downhill."

She said, "The people who are here will never know the difference. They'll have an athletic program. It can be at whatever level the university wants it. Why don't you go and do something well someplace else?"

This was a senior talking to me. She was leaving. I think the hardest thing for a coach is the fact that you've recruited people, and you feel a real obligation to stay, because you have convinced them that this is the best school for them and that you're going to do all kinds of things with your athletic program. So it was very hard for me to detach myself from the students, too, but I've many, many times thought about what Pat had said. I kept studying it in my mind, and I thought, "You know, this is really getting ridiculous here with what does happen."

There was one time when I couldn't get a seventy-five-cent requisition signed. I wanted to advertise a women's gymnastics event, and I didn't have authority to sign for seventy-five cents, so I tried to get it signed. I thought, "This is so ridiculous. I'm going to take it to the dean."

So I took it to the dean, and he said, "You mean seventy-five *dollars*?"

And I said, "No. Seventy-five dollars in this day and age is a budget decision. This is seventy-five *cents*! I can't take it to Central Duplicating, because I can't get the signatures."

He just couldn't believe that they wouldn't sign for seventy-five cents, so he sent it through on his own account number. So everything that happened that way, as you would expect, just

made it worse for the people that I was working with, and yet I needed to do it for the students. I needed to have the advertisement, because we were trying to build the program. So that was another situation where it was just one more dart.

At that point in time, I really started listening to what Pat said, so I applied once again for different positions. I tried two or three times to go into physical education, and somehow they rearranged departments and I kept ending up in athletics. I do believe that the good Lord wants me in athletics. Again, every time I tried to change, I kept ending up in the same spot, so it was kind of a strange situation.

I had a chance to be the head basketball coach in a leading program in southern California. I had two or three offers at the same time, and that was when I decided that the best place for me at that point in my career was at the University of California, Berkeley. So I left. It was hard for me to leave the students, and secondly, the concept of breaking a contract was just something I really had philosophical problems with. But I thought, "This is really the chance for me to do better," because Berkeley was behind like Nevada was when I got there, so there was a real chance for me to do something that was going to be worthwhile for the students.

You were Cal's first women's athletic director, weren't you?

Yes. And they didn't give scholarships or anything like that. I quit the Nevada position in the summer, so I really didn't have a lot of "experience" in a combined department. I was in that situation for one year, and then after that, in the spring, I started looking and changed positions.

But, again, if we go back to the scholarship issue, the state gave one hundred scholarships at the time I was at Nevada. They had what they called "green cards," and you included them in your registration packets. They paid tuition and fees for the students who had them, and the Athletics Department had one hundred in-state and one hundred out-of-state. I was given two

out-of-state scholarships—one for volleyball and one for basketball, and I think I was given thirty-some in-state scholarships, but under the circumstances, it was very difficult to recruit. But I was only given two out of the one hundred as far as Title IX went. That didn't exactly hit the criteria.

I understand that it was fall of 1973 when women were allowed to start accepting athletic scholarships nationally?

Yes.

Did UNR start that year, or was it later on?

I can't say for sure, but I think it was later on. As far as this in-state, out-of-state, I think I only recruited either one year or possibly two with scholarships (before leaving in 1976). Now, some of the schools actually gave them prior to 1973, because there was no restriction on them per se. We just didn't *do* it until Title IX came in, because we didn't have any money to do it. So it's one of those Catch-22 situations, the chicken and the egg. Which was first? I know Arizona State gave some (before 1973), and a school in Texas gave them, but here again, they were usually in golf or tennis and possibly swimming. Then there was one school I know that gave them in archery.

The acceptable women's sports?

Yes, the acceptable women's sports. But, again, the reason that a lot of them didn't give scholarships was simply that there was no money to give them. It wasn't a matter of rules or regulations. Arizona State was one of the schools that gave them before that time, and I don't remember which school it was in Florida, but I know they gave a tennis scholarship. But it wasn't a major issue, because there were no national championships. So who did it affect? I don't know. Again, it's all kind of squirreled together there, and it would be hard to sort it all out exactly.

That would have affected your recruiting, though, when you did have the ability to give some

scholarships. Were they waivers at that point or just scholarships?

They were waivers. They just paid your tuition. And, like I said, instead of giving them a check, you just included this green card in their registration. I don't remember now whether there were different colors for in-state and out-of-state. I think it was all the same color. I think it just paid your tuition no matter what it was. Here we get into the different schools' "tuition" and "fees." There are lots of different terms as to what it really paid for, but basically, it covered all of their needs as far as registration was concerned, but it didn't include lodging or meals or anything like that. It was just that their tuitions and fees were paid.

With only two out-of-state scholarships, it probably didn't have a whole lot of effect on your recruiting just for the year or two that you did that, do you think?

Well, it did, and it didn't, because of the limited number of highly skilled athletes in Nevada, and, basically, we were talking Reno. There were some from the outer areas, but for a lot of them, their physical education programs weren't such that they really got to learn that much or to be that highly skilled. There wasn't a lot of competition.

It would have been very easy to try to get a highly skilled athlete out of California or out of Oregon or someplace else if I had had the scholarships to do it, because things were starting to move very, very rapidly, and it was easy to find good athletes. All the good athletes were looking for scholarships, so they applied at the school. I had piles of applications in front of you. Sorting them out as to which ones were really good was difficult, but we got two really highly skilled athletes with my one volleyball scholarship and my one basketball scholarship. I got them both from Oregon. Denise Fogerty was the first woman to get a volleyball scholarship, and Cindy Rock was the first one to get a basketball scholarship out of state. Then there were some local people that got volleyball and basketball scholarships.

On a club or high-school level, would you say there were enough team sports available for women before they got to the college level to provide any sort of reliable feeder system in Nevada?

There certainly were in a lot of the other states. I think what I did was try to start that feeder system. I ran summer camps my first year and put on clinics all the time. I tried to work individually with some of the high school coaches, had coaches clinics, had student clinics, and did all those sorts of things. On a map, Nevada looks like any other state, so when I first got there, I didn't realize that the cities were all so small. When I got my first summer camp going, or my first clinic, Peggy Swant was my secretary, and she said, "How many of these brochures do you want, and where do you want them sent?"

I thought for a minute and said, "Oh, send them to all cities over five thousand."

And she said, "Don't you want to include something besides Reno and Vegas?"

I just kind of looked at her, and I said, "Well, what about those cities on the eastern side of the state?"

She said, "No. The only ones over five thousand are these two areas."

So I had to grade myself down a little bit as far as population, and I said, "Well, maybe you better pick the towns instead of me. Pick out some larger ones, and send the information." So that's what we did, but, like I said, on a map, the cities all look like cities. I had no idea that the population was that small in all those little towns.

In the interview you did back in 1972 or 1973, you mentioned that there was a possible feeder system for the gymnastics team, because the coach at the time—Dale Flansaas—was looking at the possibility of starting a gymnastics school of her own. Do you know if that ever came about?

I'm not sure whether Dale did do that. I think she taught some of the smaller classes on her own. I don't think she ever formed the gymnastics school, because I hired her at Cal. [laughter] So she didn't have a lot of time to do that. She was an



Cindy Rock, the first woman to receive an out-of-state basketball scholarship.

Olympian herself, and she was extremely talented as far as coaching, and she was well-known and all that sort of thing. So when I went to Cal, I hired her down there.

With the advent of Title IX and the fact that over the years it became more acceptable for women to be involved in at least certain sports, do you think that that helped with the pool that was available for recruiting?

I definitely do, and when people have asked about the greatest advantage of Title IX, I have said that it's a social thing, from my point of view. Finally in the United States—and this was not true everywhere, because they were accepted other places—it was OK to be an athlete. If you take some of the other countries, in Europe and

elsewhere, if somebody won a medal it was great, regardless of the sport. In the United States it was pretty much negative to be an athlete, even if you were a good one, unless, I suppose, maybe you were an ice-skater or played tennis. I don't even know about that. And you never heard that much about golf. The main things were being in gymnastics and figure skating, where people didn't really complain about the fact that they were athletes, and I think that's the greatest thing.

I don't remember a specific case at Nevada, but I think some of my very *finest* female athletes at other schools were made to make choices between their boyfriends or playing sports. The guys got tired of being teased about the fact that their girlfriend was a jock. One of them was a Powers model. These were really feminine women, and yet they had to make these choices. They made the choice, in most cases, to give up the sport. Now it is so nice to know that—at least in the cases that I know of—most of the guys now are *proud* that their girlfriend is an athlete.

So I think the social change was as important here as the fact that women now have the right to participate. The social side of it is the great thing, because there were always a certain number of women who wanted to participate and gave it up for social reasons, not because of athletic reasons, and you had to push past that. And the connotation that you were either a tomboy or that you were homosexual or something kind of went along with the idea that if you were an athlete, you were one of these things. That is such a disservice to young women who really just liked sports, liked competition. You know, like me when I was twelve years old. If somebody did something, I wanted to do it better. It's an innate thing, and I think that is what makes good athletes.

I think Title IX freed women up from having to make that social choice, "Am I going to be a tomboy, or am I going to be an athlete?" It's accepted now. The kids nowadays don't even have to think about whether they're being a tomboy or masculine or whether it's acceptable or whether it isn't. The fathers are proud of their daughters. They brag all the time, and before it was kind of

like, "Well, yes, my daughter's a little bit athletic," and they apologized more than they were proud. It's a great change.

What do you think was holding back that level of acceptability? Do you think it was undertones of homophobia or the conservative attitudes early on of some of the national women's organizations, or was it just the men not wanting to have to compete with the women to split up the pie? Or was it a little bit of everything?

I think that it probably was a little bit of everything. I love this country, but I think that in the United States, more than anyplace else, it was more that people thought that women had one role and men had one role. I don't think the other countries that I'm aware of really had such a division. It was more like men and women worked together to do something. You know, if you were out in the vineyard, and the man and the wife were both working, yes, maybe the woman went back early and cooked the dinner, but it was a unity that wasn't here. Here, if a guy sews or does something, then there's something wrong with him, and if a girl likes mechanics or does something else, there's something wrong with her, instead of just saying that everybody likes different things, and it doesn't make you male or female to do these things.

Somehow, I guess, maybe with our TV programs or something, there was the idea that the woman was supposed to be this way and the guy was supposed to be this way, and I think *that's* the major reason as to why it was just not acceptable. You didn't see women in sports very often, and I think then you didn't get the idea that you wanted to do it because you didn't see somebody else doing it. I just happened to fall into it because of my own competitive nature. I'm not sure how other people make their choices as to whether they're going to be in athletics or not. But I do know that there was always this social decision that you had to make that you were going to take the criticism, if you were going to be the athlete, and I'm so glad to see that gone.

And you were not only the athlete, but you were also the phys ed teacher, or the teacher of phys ed teachers, so did you feel a lot of that?

Did I feel that? Oh, yes. I think maybe because I came from swimming, which was acceptable, I didn't feel it as much as some of the others did. Then again, I'm pretty strong and pretty independent, and if I liked to do something and my goal was to go to the Olympics and I could make it, then I guess I was just willing to take whatever criticism was made along the way, because my goal was to do that.

Actually, I should have gone to the 1956 Olympics. I was an American record holder in swimming and had done all the qualifying events, and I got the measles. So I missed the Olympics. I trained for another year or two and then just decided that it was getting too complicated with my life, and at that point in time, the general consensus was that a women had hit her peak at eighteen or nineteen years old, also. I don't know that I bought into that, but I just know that there were lots of complicating factors—changing coaches and all kinds of things—and I just chose not to compete anymore.

It was a hard dream, but a new coach came in. I'm getting kind of off the subject, but I think it's important to know how coaches affect people, because my first coach was so concerned with us as individuals—that we not read the wrong comic books on the trips, that we work together as a family, and we did all these sorts of things, and everybody helped everybody else out. I know I swam seven events one time because it would help our club beat the other club. I found a slip in the rules where it allowed me to swim more, because I could swim both junior and senior events because of my age, and the coach hadn't even found it. So anyway, I found a way that I could swim seven events and help gain points, those types of things that are so important along that line.

Then we changed coaches, and the new coach came in. He was extremely successful, and I think if you started with little tiny kids that maybe it would work, but he was from Walter Reed Swim Club. He had seven or eight kids on the Olympic

team, but he was an absolute bear. I saw him take wood kick-boards, because they didn't use Styrofoam there, and whack Mary Freeman, who was a national champion at that time, saying, "I told you to keep this elbow in! Maybe this will help you remember." And he *whacked* her with this board!

When he came to our club, there were two entrances to the pool, and we had been using them for years. If we walked in the wrong door, he wouldn't let us swim, and we had to go away. We used to come down the front steps, and he wanted us to come in through the shower room. So we had to write a letter saying we still wanted to swim.

I want to only say one more thing about him. He lined us up on a fifty-meter pool—*fifty* meters—and he said, "One length sprint. If anybody breathes, *nobody* goes." So I sucked water, because I wouldn't lift my head up, but I can name you the three girls that did breathe, still to this day. And I started disliking my teammates. I started grumping at my parents. I started doing all these various and sundry things, and that was when I decided, "This isn't worth it. I'm changing into a different person with my attitudes."

The reason I brought this up now is I think that helped me a great deal with my coaching, to really think about my techniques, think about the people I was hiring, what kind of examples they were setting, and how they were treating their students. It became a key issue to me from having the two extreme coaches, which helped me to understand really how important it was to be the right kind of a coach. I've used that in my hiring practices, and I think I tried to hire coaches that were concerned first with athletes as individuals, then secondly as students, and then third as athletes. I think if you go in that order, you're going to end up with the best athletes anyway, in most cases.

And this was something, too, that you could pass along in the courses that you were teaching.

Right, while teaching and doing these other things. Another thing that someone else taught me a long time ago has to do with coaching,

but not so much with women's history. I kept considering myself a loser, because I hadn't gone to the Olympics, and I had placed high—I broke a world record and still placed third—but I wasn't just the superstar. So I always felt kind of like a failure because I hadn't achieved my goal, and someone made the simple comment, "Did you ever think about how many people you beat?"

And I said, "No, not really. I only remember those times that I won." So that helped me in my coaching, too.

I remember specifically at UNR that we were going to play Vegas in women's basketball. The coach had brought in some full-ride person from New York, and they were just creaming everybody. They were getting ninety to a hundred points in all their games and keeping their opponents down in the thirties and forties. I mean, they were just really doing it. So we set our team goal, which was that we wanted to score more than fifty and we wanted to keep them under a hundred. So we played our game, and after the game the final score was eighty to fifty-three or something like that, and we were just jumping up and down! And the reporter, who now had started attending some of our games, covering them, said, "You just got swacked by twenty-some points!"

And I said, "Yes, but we met our goal."

He looked at me as though I was crazy. But we got over fifty, and we kept them down. If not, just think how depressed those kids would have been if they said, "Oh, they just beat us so badly. We were so bad," as opposed to saying, "This is what we can do at this time, and we accomplished what we could do at this time. So we're winners tonight, even though we lost."

I'm not trying to get too philosophical, but you really have to look at that. What if I had perhaps accomplished more in my own career, as far as winning all the time, or if someone hadn't made that simple statement about how many people we had beat? Those things all have affected my career as a coach and, obviously, as an individual, too, and specifically as a teacher and what I did in my teaching other teachers. So all of those things have been beneficial.

Now, we talked a little bit about the social impacts of Title IX, and that was passed in 1972 while you were at UNR. Do you think it made any appreciable difference, while you were at UNR at least, in the level of institutional support for women's athletics, or was that something that came later?

I don't think it made any difference at all. I can say this on a national level, and not just about UNR. But I've always had this attitude towards Title IX, as far as what happens at a school, that if the people who are involved in the administrative level—from the president on down to the athletic director—took Title IX as reasonable thing, and they felt that they needed it or were obligated by law to do it and started moving forward, then it was great, and it really accomplished a lot. If the administrators didn't like it and they weren't going to do anything until they *had* to, it had little or no effect at all. I felt that that was kind of Nevada's position, that they weren't going to be pushed to do anything until they had to.

It wasn't like, "Oh boy, it's passed. Now all these good things are going to happen." So I think it's really those schools that had that attitude. If anything happened where the woman administrator was charged for being responsible for it, whether they were or not—if there was a women's group or some group that came and pushed the university—they always felt that it was because the senior woman administrator had gone and got this little group organized on the outside, and they were behind it all the time. So it put the women administrators in a position for several years where they were kind of behind the eight ball.

If they spoke out at their university, sometimes they were in trouble. I got caught a couple times where somebody else had done something, and they thought I had done it, but I hadn't even known it was going to happen. So those are the kind of effects Title IX had, but for a good five years or so the woman administrators were probably just walking on eggs or they ended up getting fired. (I don't know. They still have some problems.)

I can name you people all over the country that just stood up a little bit and were released.

When I was released at Nevada, I went to a woman lawyer, and she said, "You know, in the long run, you will win, but it will take you probably five years of your life and thirty thousand dollars." Of course, at that time I was getting paid about twelve or fourteen. And she said, "The State of Nevada is such that they will control the courts so that you will lose all the way up until you get to the Supreme Court. They will draw it out as long as they can. In the end you'll win, but do you really want to do that with your life?" That was another reason I left. [laughter] But that was stated to me from a female lawyer in the city of Reno.

Now, was that before the Faculty Senate had overturned that?

Right. That was if I wanted to fight what had happened to me at the university on a sexual-discrimination-type suit, that I wouldn't win, but I chose to bypass all that. It wasn't my idea to fight anyway. I only wanted to fight long enough that I felt that I was fairly treated, so that was why I presented the information I did to the Faculty Senate. I got it overruled, and then I was ready to drop it at that point. I wasn't trying to do anything beyond getting myself re-employed.

When I was told I was going to be assistant to the director, again, I was only concerned with, "I'm at this point. I have this administrative ability. I've had this position, and there's no reason to knock me down that far," so I did that to get back up to what I felt was a fair position. I never wanted to push beyond what I was comfortable with, saying, "This is where I was, and when departments combine, this is usually what happens." Even if they had called me an assistant director, there was a lot of difference between an "assistant to" and an "assistant," and I ended up being an associate through the powers of the senate and some of the other things, and probably also because I was an associate professor at that time. So I don't know. The word "associate" sounded good. [laughter]

So even if Title IX didn't really help the institutional support, you had mentioned in the years that you were there that you had managed to get some

extra money through the ASUN fee of fifty cents per student.

That was voluntary. Voted in.

Was there any other financial or non-monetary support that you saw increase in your time at UNR, or was it the opposite? I mean, did you lose positions over time as things kept getting separated and recombined?

I don't know that I saw things declining, but I can't say, again, for the memory of thirty-five years, that anything improved, either. It's not like when they combined departments that all of a sudden we had all the equipment that we needed, with access to the trainers and with sports information people behind us. It wasn't like a whole new world had existed. It was kind of like, "OK. Now, you're over here. Kind of keep your place and be quiet."

I can't say that a lot of things improved. We did end up with a part-time trainer, but, again, he was teaching the classes in athletic training and all that sort of thing. I can't remember offhand that we *ever* had anybody in sports information.

I was going to do this study that showed the difference in attitude towards women's sports through different media guides. I had all the information, but unfortunately it was all stolen. Back when, you just handed out sheets of paper that had your rosters on them, and then you went to a mimeographed thing that was probably a one-fold or a two-fold that looked like a program. Then you got a little bit better, maybe a little shiny paper or colored paper.

It also showed the difference of people's attitude towards what was happening with sports. The photos in the first media guides were kind of standard, all standing up straight and into the little team-picture-type thing, because that's what we thought was supposed to be on it. Then they went through what I call the "girlie" phase, where they wanted the athletes to look feminine. I can remember one school, which I will leave unnamed, who put their girls in formals and had them sit on an old, collectible car. I mean, it was

a beautiful car, but anyway, these athletes in these strapless, evening dresses! Then another school went the glamour girl route. We used to have media guides that covered all the sports, so you had the swimmer in her swimming suit and the tennis player in her little outfit, and they got the really attractive blondes with good figures so that they looked extremely attractive, and *those* were the girls they put on their cover.

Then all of a sudden, it was getting better and better for women to be strong and really tough, and they were going to rip somebody up. The thing I remember most vividly in my mind—and I really wish I had these media guides—was the University of Utah, who were the national champions in gymnastics. You know how you do the bicep thing (flexing your muscles)? They had only the picture of the girl's back, and it showed her biceps and from about her neck down to her waist, and that was the cover of the media guide. And if you think of any sport as being feminine, and here they had this muscle picture on their cover. So it just shows the extreme and really is a good method for looking at these issues.

I was going to write that article about the changes and attitude towards women's sports through media guides, because it would have been the perfect transfer of what has happened from the mid-1960s through about the mid-1990s. Now it's kind of a mixture of everything, but there were definite pictures of what we were trying to do with athletics.

When was the girlie-girl phase? Was that a backlash to Title IX?

The girlie-girl was probably mid or maybe early 1980s.

But that's when Title IX actually got going. Even though it had been passed in 1972, not much had happened before that.

Yes. It was about that time. I would say the picture of the girls sitting on the car was probably in the late 1970s, and the bathing suits and the tennis rackets and that sort of thing were probably the early 1990s.

When do you think the more athletic women—at least the celebration of athletes for athletes' sake—started to show up?

I think those started showing up right after the girlie phase. I think I stated that people went in one direction or the other about that time. So you either tried to make them look real girlie, or you tried to make them look like these were really athletes, and they were good and strong. So there was kind of a split among the nation as to what you wanted to do and how you wanted to portray your athletes, but it was a very, very definite switch, and that shows the national trends through the years. It was great.

I had read in one of your previous interviews that your staff had been decreased at least once while you were at UNR because of budget cuts.

Basically, after we started combining things, it was like we didn't need to have the same number of people working. That was supposedly one of the reasons why they combined things. But what it meant as far as I was concerned was that I lost a full-time secretary assistant—Peggy Swant—who was very, very helpful to me, and now I had to handle my things through a general department pool. So I just turned my things in, and they got done when they got done rather than my being able to work specifically with one person and tell him what to do and give him directions. It really slowed things down as far as what I was able to accomplish, and certain things also had to be approved that I could have just done previously on my own, so it made a major difference. And they cut back some on the assistant coaching.

This would have been around 1973. Again, with the two different things that happened with the combining of men and women for physical education and then later for athletics, the timelines of all this get a little confusing as to exactly when these various things happened. You can get a generalized view that this happened, but you're not sure whether it was in physical education or athletics.

Things seem to have gotten reorganized pretty frequently. Were men's athletics affected proportionately at the time?

No. [laughter] Proportionate doesn't usually come into the formula here. They ran pretty independently of the other things that were happening.

How did the budget cuts affect the morale of the female student-athletes over the years?

I don't think the student-athletes were that aware of it, because my intent was not to make big waves. Again, going back to the same thing, the battle versus the war, and definitely focusing on the war. It's not a very pleasant way to say that, but it was realistic in the fact that a lot of people didn't want things to happen for women's athletics. So I didn't really bring it up as a big issue with the council [with the student representatives], but I tried to take a positive view to say, "These are some of the things that we need to do now, and there are financial problems." But I never brought up the comparison between what had happened between the men and the women.

What do you think it did for the morale of the female faculty and staff with phys ed and athletics?

I think it affected the coaches more than the teachers, and, again, there were two classifications. Some of them were full-time physical education, and I don't think a lot of these things had too much effect on them. They still taught the same classes they did before, and there was kind of an alternation anyway between who taught some of the technical classes in a school that size. For example, with kinesiology, you didn't have two people who were going to be teaching it, so it didn't affect them as much. It did affect the coaches, in the fact that if their load was reduced, it made it harder. If their athletic credit was decreased, then they had to teach more physical education classes, so it definitely affected the female coaches.

Now, what kind of support, if any, did the women's side get from their male colleagues? Was there any support or any sympathy from the male coaches in the "minor" sports, since they were in a more comparable situation?

Usually in athletic situations you'll find much more cooperation from tennis and golf and those sorts of sports, and you very seldom get any cooperation from football or basketball. That's not true now, but it was definitely true back then that they were used to getting anything they wanted as far as the time slots, means of travel, and all those sorts of things. They could always get the maximum number of coaches that were allowed in the NCAA, whereas the women oftentimes were struggling with graduate assistants, so it definitely affected the women more than it did the men.

Now, we've talked a little bit about the organizations that have governed women's sports over the years and their development, but what can you tell me about how their philosophies changed over the years, maybe starting with the more social, non-competitive play days going up to the current status?

I think the women come from a different background than the men do philosophically, in the fact that the schools were very, very limiting as to what they felt women could do physiologically, which, of course, was not really proven by any kind of research. For example, when I was younger we had state championships in Oregon for high-school girls, but the distances that we could swim were twenty-five yards, fifty yards, and one hundred yards. That was all the longer they felt that we should swim at that age, whereas on the national level, we were swimming fifteen hundred meters, so it was quite a change.

When people say, "Well, women's athletics didn't have this," I always have to make the distinction that they didn't have it in the schools. They had it, and you could do AAU (Amateur Athletic Union) swimming, ASA (Amateur Softball Association) softball, track and field. There were all those options that got us on the Olympic teams, but there were not ways in school

to compete like that. It was definitely outside club activity.

That's a major difference from what the men went through. In fact, they weren't as active on the outside in some of those other groups. Other than Little League, you didn't have those same levels of clubs for the high-school and college-age students, whereas for the women, that was where they went if that was the direction they wanted to go.

So there was this really, really competitive side for women's athletics, but the schools limited what you could do. At first, you couldn't dribble at all for basketball, then you could dribble once, then you could dribble twice, and then you got the rovers. It just kept getting more and more active as far as the schools were concerned.

I think part of it was the fact that they realized they would have problems with facilities if they had everyone trying to participate. I know when I was in high school the women's basketball team practiced two times a week at noon, so if you had to go down and change your clothes, you did it. It didn't have anything to do with your PE class, but you had two hours a week where you could do something. I can remember one time when somebody said something to me about the skill level of women, I said, "Well, if the men practiced two hours a week, they wouldn't be any better than the girls."

And they said, "Well, then you have to go out and play on the playground."

I said, "Yes, but, you know, there's not exactly a group of girls that can get together and find a space. They would have to somehow negotiate with the men." And you find now that the girls that are extremely good did actually play with boys' teams when they were younger. So it shows the progression.

I think that as the Olympics changed in the 1960s, they brought volleyball in. Ironically, field hockey was actually brought in to the Olympics for men before it was brought in for women, because it was very popular in India, England, and some of the other countries, whereas in the United States, it's known almost entirely as a women's sport. So field hockey for men was in the Olympics a long time ago, then the women came in.

But as the team sports started being introduced into the Olympics, I think that made a lot of difference. We had to have a way to have our teams get better, and they saw the schools as a feeder process. And with better physiological tests, they knew that it wasn't really going to hurt the young woman to do this.

They were always concerned with childbearing. At least that was what I always heard when I was younger, that you shouldn't run too much when you were young. Of course some studies with the cross-country runners found that that does affect their menstrual periods, but that was basically it. Then with the social stigma of being a tomboy, girls didn't want to put up with that, so sports weren't as much in demand.

So we went from the play days and the sports days in the beginning, and then the individual sports at the college level came in. Next they started bringing in the team sports, and then it changed. As they brought more things in, they had to start these new organizations, with the conferences and AIAW and moving on up to a national basis.

There was a split nationally, actually, between physical education and athletics, and it became a pretty nasty issue at some of our conferences where people said the women had sold out and gone into athletics. I can remember standing up once in a conference and saying, "If some of you had been stronger in supporting athletics, we wouldn't have *had* to sell out and go with the men. It was because of your lack of support. When you had to make the choice, the majority of you chose physical education rather than athletics, whereas before, everyone did both." I mean, there was nobody who was strictly in athletics back when I was starting my teaching career. That had changed, and many of the women did go back to physical education, and they had to make that choice.

When I started coaching, I usually had a team-sports coach and an individual-sports coach. Gymnastics was always kind of out there as a specialized thing, but you would start off with field hockey, then go to volleyball, to basketball, and to softball. They were basically nine weeks

each, just like the quarters, and you went from one sport to another. After a while you would drop down to two sports. Softball and field hockey started doing their own things, but volleyball and basketball tended to stick together, then eventually, you made your choice between either being a volleyball coach or a basketball coach.

So there was a real progression over a period of about twenty years where you had to make these decisions, and the first one was whether you were going to be in physical education or athletics, because they were dividing them off in all of the schools, separating them off so that physical education and athletics were separate. It didn't occur in all schools. One of the schools that's still all together is Stanford, and they have intramurals, physical education, and athletics all still under one leader, which I find an interesting type of structure. But most people have split it off so that you have three separate things: you have the Recreation Department with the intramurals and maybe club sports, then you have the Physical Education Department, and you have the Athletics Department.

I understand the band is often part of one of those departments. Where did that fit in at UNR? Was the band at all involved?

It must not have been very, very prominent, because I don't remember it. It certainly was not involved at all with women's athletics, period. I was trying to think of when I went to the games if they were there. Probably, if anything, at football and basketball, but no other sports.

I just wondered, organizationally, because sometimes for budget purposes the band will get lumped in with athletics.

I found that UNR had a very good organizational structure. I think I mentioned before that you could request a car from the carpool, and they had their own budget. The same was true with facilities management. My assumption is that probably the Music Department had the band, and that if students played, they

played as a part of the Music Department. I wouldn't think the Music Department would pay for them to travel, but at that time, the bands really weren't traveling that much. It was a rarity to have the opposing school's band at an event.

The band couldn't have been too prominent, or I would have at least had some recollection, but they probably played at home football and basketball games. With UNR's structure, I would imagine that they were supported by the music department.

We talked briefly about the NCAA's takeover of women's sports, but I was wondering if you could talk a little more about the overall effect you think it had on women's athletics even though this happened after you left UNR.

I think it had a tremendous effect, because AIAW had very specific, different rules, and throughout all of this, we always had an emphasis on the educational aspect of not "wasting money"—we didn't have it to waste—and keeping the student foremost in view with all of our decisions. When we went into the NCAA, the women tried to make some changes, and it softened a little bit towards our philosophy, but basically what happened was that there started to be more men coaches.

Administratively, I think 1991 was the first time there was a women's A.D. in Division I, and that was Barbara Hedges at the University of Washington. As far as I know, she was the first in a Division I school, but we held the educational view. What happened when we combined was that we had to use the NCAA rules.

We had to change the number of scholarships that we had, and we changed the sports that we had. The AIAW had championships in sports like badminton. We didn't have way out-of-the-way sports, but we did have those types of championships, and those were all dropped.

We started having recruiting budgets and all their recruiting rules. The women had previously seen those as pretty much a waste of funds that didn't have to be spent. I know, for example, that there was a male high-school player from Nevada

who chose the five locations that he would like to visit, because you were allowed five visits. He had never been to Hawaii, wanted to go to New York, and wanted to go to Florida. I don't remember where the rest of them were, but he took his five trips and then signed with UNR. He knew he was going to do that from the beginning, but he had the advantage of all these trips on the other schools' money. Ethically, that was not the direction to go, but it did *allow* for a lot of that. Whereas with the women, we always were concerned with the poor person who couldn't do their own recruiting trip, but we tried to accommodate that as much as possible. We did not pay for the female athletes to have recruiting trips.

So, again, there was a difference philosophically. We kept thinking of education first and then athletics, whereas we felt the NCAA was focusing on athletic teams and winning and bowl games and Final Fours, and *then* you took care of the student. I would say in the last ten years, maybe, the philosophy of the NCAA has definitely changed, and that may have a lot to do with the influence of women. But they are concerned with SAT scores, with core curriculums, with grades, with so-called paper mills where the schools don't really make the players too accountable. So maybe the mixing of the women in the NCAA has helped it to turn to a more educational base.

I think the other thing is that the school presidents got more involved. In the past, the A.D.'s kind of just ran the programs off on the side someplace and maybe had a meeting with the president prior to going to the NCAA meeting and voting. But I think the thing that's the most ironic is people are always having such negative feelings towards the NCAA and saying, "The NCAA did this, that, or the other thing," but the NCAA was us! Every school voted, and if they didn't like what the NCAA was doing, they needed to be active in the group to change the rule. So there was a real quantitative thing there as to what was really happening.

I think that when we went into the NCAA, there became a person called the senior woman administrator (SWA). Remembering, with Title IX and equality and all that, that schools

were either for it or against it, it was ironic that at some of the schools they had male "senior woman administrators." Instead of taking the highest woman in athletic administration, they took the person who was in charge of the women's program. In many cases, they had assigned men to handle basketball, volleyball, and the relay sports that were visible and the ones that would be training. So they put men in charge of those, and so they were the SWAs.

Down the road, they changed the view so that it became the woman with the highest ranking in an athletic department. What started happening then was that the schools that did not want to cooperate would send somebody who knew nothing about athletics. They started sending secretaries and equipment people out of the Athletics Department. Not trying to be degrading towards them, but many times, oh, it was great! They got to go to all these meetings, even though they didn't really know what was going on. Other schools complied with the concept and sent their most highly-ranked woman.

But in every one of these instances it occurs to me that it was the attitude of the administration of the school, which was obvious to start with. They either were cooperative with all of these changes that were occurring, or they just took them as a fluke and somehow fouled them up.

With the NCAA, you had to have eight sports. For women they would count track and cross-country as two different sports, and then for the men they would count it as one sport, so they could have more sports for men, really, than they did for the women. This is where not all of the reports, unless you know the details behind them, are really useful. They could do the same thing with water polo and swimming. They could separate swimming and diving. They did all kinds of things to say that they had eight sports for the women, and then they would combine everything for the men so they could have a lot more teams and still say they only had eight or ten sports. Stats don't always tell the truth. There are lots of things behind them. [laughter]

Would you say overall that the absorption of women's sports into the NCAA was a positive thing

in the long run, or do you think they might have been better off still underneath a women's sports organization?

I think the female athletes like it. They like the equality, and I think that's great. That's not something that I'm opposed to, obviously, since I've been standing up for women all the way along, but as far as the universities are concerned, I think there is a tremendous amount of waste in athletic programs in attempting to be somewhat equal. I think specifically of home-game management. With the women's programs, you had your own people do it, and there was a cost for their salaries. Now, in order to be equal, you have to bring in outside event specialists and have them stand on the floor in the four corners like they do, and then you've got maybe five hundred to a thousand people, and it's not like you really need those people. So there's a lot of money spent in being equal when you don't really need to do that sort of thing.

I think that the women who would be in charge of things would be reasonable, but you don't need the people on the four corners of the basketball court when your attendance hasn't been very big. Then you set some number that when the attendance gets so low, you start having problems then, so there's a lot of that.

I think that it's totally out of hand as far as the amount of money that the coaches are getting paid. I guess you have to blame the presidents. They're the ones that allow it to happen on their campuses, but keeping up with the Joneses has been a real problem where the women are demanding. You don't need a full-sized bus to take eight or ten tennis players over to a match that's across the Bay, for example, so it costs universities a lot of money that would not have been necessary had we not gone into the NCAA and started keeping up with the Joneses.

You had talked about how your original intent was to be involved more with the Phys Ed Department and the academic side of things more so than with athletics, and I realize that that kept changing through reorganization of different departments.

But what kind of curricular changes did you try to make at UNR when you were there?

When I came, I evaluated the entire curriculum again, because the courses were things that were offered by the chairman of the women's department. We cooperated. Again, the men and women obviously didn't have separate teachers as far as things like kinesiology, but I did try to evaluate classes so that there were some better sequences between fall and spring semester. I tried to reorganize some of the activity classes. [laughter] For example, the wind comes up about two or three o'clock in Nevada and Reno, as you are well aware. There was no point in trying to have an archery class or a tennis class when the balls and the arrows were flying around because of the wind, so I changed those into morning classes.

I did quite a bit of reorganization. Brought in some new classes, as far as curriculum was concerned, more with the social aspect of physical education, and I was really into things like student teaching and getting more interested in providing graduate classes in the curriculum. I had big charts with all these various classes and how to move them and what to do with them.

From a personal standpoint, I learned a lot about what to do in the future when I changed jobs. I was young and enthusiastic when I came to UNR and didn't realize the effect that I was having on the older staff like Ruth Russell and Iona Mower, and I think it came across that I didn't think the way they had done it was good. That was not my intention at all. I never really thought about making such major changes as quickly as I did, and it was pointed out to me later when I was working on my degree when I was asked [about the changes], "Well, how long did you take?"

And I said, "Well, I just came right in and did it right away, because I saw that things needed to be changed." The next time, when I went to Cal, I was very careful not to just come in and turn things upside down, because the women's department there at that time was really, really behind the times.

So I had a staff member who said, "Well, I'm glad we're starting to make changes. I thought you were never going to do anything."

I waited about four to six months before I started just turning things around there. I just took longer to evaluate, and I had more plans behind the scenes. But that was a learning experience for me to not go into any school and just turn it upside down, which is what had done. I changed all kinds of arrangements with the high schools to get things going quicker and better—what I considered to be better—and more organized. So that was my experience in coming in, and I didn't realize it would have the effect that it had on the older members of the staff.

What were some of the other changes?

Well, the scheduling of the sports, even just getting uniforms—which they didn't have—practice times, using weight rooms, and in a sense, upgrading the coaching staff. Many times at schools they were just people who had been there for a long time. People kind of knew them, and they were easygoing, but it was kind of like the old play-day philosophy, so you needed to start changing some of the coaches and their attitude towards things.

Building pride was one of the things that was essential, particularly to the athletes, because they were so used to losing that they just really didn't have much self-esteem. It was really great to watch the young women change their attitudes towards practice and towards playing the games and being proud of their uniforms and coming out like a team instead of just kind of wandering onto the courts.

Back in those days, too, the junior colleges actually played some of the senior colleges, so more things were geographically determined rather than whether you were a junior college or a senior college, a big school or a little school. That was, again, the umbrella that I talked about, with all the schools being together. It was nice to feel that UNR now was a part of the upper level and that they had earned their position into some of the first-class sections of the school. We used to

say, "Let's go over the hill and beat the big kids." That was fun to do when we went over and played Cal and Stanford, and those people were all in the same conference.

And the fact that you showed up unless the pass was closed was probably a major difference, too.
[laughter]

Right. [laughter] We gained some respect. That was it. Pride and respect were some of my major goals, making the kids feel good about themselves, and the school being proud of the teams that they had.

Do you want to talk about the overall change in the student-body attitude towards some of the teams or athletics in general?

I think one of the things was when I started the initiative to increase the amount of money that came from the student fees. I don't know that they had ever had much of a discussion about the women's parts of athletics. On any campus there were discussions about athletics if it was taking part of their finances from the student body, but I think it was the first time they had ever had that conversation from the point of view of the women.

Their original intent was to take some of the money away from the men to give it to the women, and that was when I started the initiative—again with the help of the WAA (Women's Athletic Association) council—to try to get them to give an additional fifty cents for the women. It doesn't sound like much, and that was what we tried to convince them, that it was well worth it because of what it would do for the women's athletics.

Being new, as far as really playing and being competitive, the student body didn't attend very many of the events. They would occasionally show up, but it was kind of playing to a blank audience. You had some parents and friends, but there really weren't many people in the stands.

I was thinking about some of the first AIAW national championships. I know one time when the basketball finals were down at UCLA that the total attendance was about three hundred—

and this is *the* final two teams in the national championship. I can remember we were playing in Pauley Pavilion, and that was like playing in a big chasm, so the fact that there was not attendance at UNR was not at all unusual. At that point in time, there just weren't student audiences anyplace that we went to play. It was just more like friends being there.

The kids were getting more and more competitive, but as far as the spectators or the involvement of the school, that came much later. I don't think they really saw it as the same type of competition, so they would go to the men's games, but they didn't necessarily come to the women's games. But we tried on campus to get them coming, and at least they were aware that we were there. Even if they didn't come to the events, at least it was something that was public. Some things were starting to show up in the local newspapers, and that all added credibility to what was going on.

How about memorable student-athletes—people that had a particular impact?

Having coached five years at Nevada in two different sports, I certainly did have a lot of athletes, but the two in particular that stand out were three-sport athletes. They played volleyball, basketball, and softball. They were also the representatives to the NCIAC, so they were very active politically in trying to get things to happen, and they understood the rules and the regulations and all the things that were going on in AIAW and, again, were leaders among the students.

One was Olena Plummer. Talk about really taking leadership. She was the center in volleyball, the point guard in basketball, and the catcher in softball. You can't take any better positions than those. Pat Hixson was the second athlete that was really outstanding in all three sports and, again, the leader. She was the one that I mentioned previously that made me think about why I was staying at Nevada when it was a little bit more than an uphill battle in trying to have people really feel good about what was going on with the women's programs. But those were two very, very good leaders.

There were a lot of other good players, including the first two people to receive out-of-state scholarships. Cindy Rock was the first one to receive a basketball scholarship. She came from Oregon. Denise Fogerty also came from Portland and was the first one to receive a volleyball scholarship, so those were my two out-of-state scholarships that I was allowed. They both played extremely well and were well-recognized in the conference for their abilities and started as freshmen.

Do you think that it's not just coincidental that they came out of Oregon, since Oregon actually had more of an emphasis on having high school state championships for girls?

That's really hard to say. There were really a lot of good athletes in California, but it was much harder to get somebody to go from California to Reno. And the fact that they were out-of-state scholarships, so they were more substantial, and it seemed like they were getting more. Then, again, I do feel that Oregon was where I knew some of the best coaches prior to coming to Nevada, so I was able to work with them as far as finding the best athletes up there.

I was aware of the schools that were doing well in Oregon, but if you took other states, they didn't have these championships, so you didn't know who was doing well. California didn't have a state championship until 1984, and we are talking the early 1970s here. But if you had state championships and knew which teams were winning, then you could go to those schools in Oregon and the winners of their state championships and pick their best players. It was a recruiting tool and path that was easier than saying who in the state of California was any good, because they didn't even have conferences yet. So that was why I went to Oregon. Iowa and Texas were having high school championships, but it was a little more difficult to figure out how good they were or to make contact with people and to have the kids move that far. It's not as big a deal now, but back then, people weren't moving from state to state just because of their athletic careers.

How about other students that you might recall?

As far as students, not necessarily student-athletes, I have found it strange—maybe I shouldn't use the word strange—but I found it interesting that at every school I've gone to, there has been some young male who was one of the leaders. Of course, it could be because they were usually the student body presidents and that sort of thing, but I have found, then, that if they were interested in the women's programs, they were extremely useful in trying to get things accomplished—such as the additional fifty cents for women's athletics and getting things printed in the local school papers.

It's another strange dichotomy of life. We are involved in the sports, but it's very hard to get women sportswriters to want to write about women. They want to write about the big stars. So if you take most of your editorials, even now—where writers have their own column—they seldom, if ever, talk about women's sports; they always talk about men's. There is just an irony of their trying to break through one barrier but not helping the other women get through. So I found that the most helpful people along the line have almost always been males, helping me accomplish what I wanted to do as far as my programs were concerned. I shouldn't make it so personal, because I think it's true nationally, particularly with the women sportswriters.

So the student body president—and, of course, I don't remember his name—was one of the people that helped us through. Frankie Sue Del Papa was a supporter and active as a student, but here again, she was not an athlete. But I think she was the first female student body president. She was active in helping us.

It's interesting as far as my coaching career, because the girls are getting taller and taller and taller. I have some team pictures with my very first teams, and not just at UNR but at other places. I'm five-nine, so I'm fairly good-sized, and usually I was the tallest one, and most of my players were

smaller. But as the years went on, the players kept getting bigger and bigger and bigger, so when I started having my first six-foot-one, six-foot-two players, then I was down in the middle of the pack as far as height was concerned. But it was just interesting philosophically to watch myself get smaller and smaller in relationship to the athletes that I was training.

Do you think part of that had to do with the ability to recruit more people with the scholarships once those came into play?

No. I think two things. One, the whole population is simply getting bigger—seven-foot guys and all that sort of thing—so I think the girls were just bigger. The second thing was that they began to see that they could do something. I think the concept previously was that women that were tall were kind of ducking down and not standing up straight, and they didn't want to appear as tall, whereas in athletics it gave the tall person a means of saying, "I'm a big center blocker in volleyball," as far as the team was concerned. We think of tall people in the past as being kind of awkward, and they aren't if they're treated well and standing up straight and doing all the things that you're supposed to do. So I think that taller women started playing sports, not being embarrassed about their height but being proud of it.

Here again, we have people really changing their self-concept through the world of sport, and it can just offer so much to people if it's done correctly. I think the example of my two swimming coaches means that if you get the right coach and they build up your self-esteem and make you feel good about what you're doing and really give you leadership skills, that sport is very valuable.

I've always said that sport is neither good nor bad. It all depends on how it's used. You can have just as many bad experiences as you can good. You can teach people to cheat and hang onto people's shirts in playing basketball, setting up dirty blocks and hitting the wrong way in football, or you can teach them to do it right. The coach is in a much stronger position than people sometimes realize.

They can just *break* kids' spirits. There are coaches who purposefully break them but then build them back up, and those kids are stronger than others. Unfortunately, some of the coaches just break their spirits, and that's the end of it. So coaching is really a tremendously powerful position in the effect that you can have on young people.

And I think in some of your past interviews you've talked about how it's not just the phys ed side of things that's educational, but that people learn by being on teams.

Right. Team dynamics. The team has to have "good chemistry" among each other. And it's a skill trying to make that chemistry actually work, and then they can really see how valuable it is. Pat Summitt [the women's basketball coach at Tennessee] talks a lot about the *role* on the team. I know that in my case I had a girl, Dale Hildreth, who was concerned that she never got to start and never got to play. She was going to quit the team, and we had a long discussion about how it was necessary to have role players. I don't know that I used that term back then, but I talked about how essential she was to the team, because we needed people to practice against, and that her attitude was good basically when she was on the court and that she could be a leader in that way. She became a very valuable member of the team.

But, you know, it's that same thing, that if the parents think that the kid should play the full time, that's their concept. There have been studies done that show that guys want to just be a part of the team, so you can have sixty on a baseball squad, and they're all really happy about it, and they're a part of the team, and they have this kind of attitude. Girls are much more practical in the fact that if they don't play, they see the practice as a waste of time.

One of the problems with Title IX in the equality thing is that unless a woman is playing the role that she understands and is very essential, you're not going to have that big group of people. You might have the sixty on the baseball team, but maybe you'll only have twelve or fifteen on a softball team, because women don't want to be

out there just doing whatever the B and C teams do, or sitting on the bench, particularly with the rules where they don't get to travel. They're not going to just come out and practice at home. So that's another one of those little twists behind the scenes. It's not that girls don't want to compete, but they're just more practical about whether they're getting what they want out of the team.

Do you think that's evolved as Title IX came more into play?

I was going to say that that was it, and Title IX had nothing to do with that, nor does it. In fact, the situation causes a difficulty for Title IX, because it's hard to get women to play. That was just a practical thing, that there was a male-female difference, and Title IX has had a hard time addressing that, because you can't get the numbers for women if they're not going to be a part of these numerous teams. But the guys sometimes have extra-large squads and some guys never play. They're just out there practicing, having a good time practicing and saying they're on the team, and that ego thing allows them to say that.

There are plenty of bench warmers. Do you think that because, at least in the past, there have been pressures on women where it hasn't been acceptable to play these team sports, that that's part of what ties into all that? Since there isn't that reward from society for them just being on the team—the return that the men seem to get—do you think that has something to do with it?

It might play a more minor role, but I just think it's an attitude that women have. I'm trying to put myself in that position. I don't know that I'd want to go out for a team if I wasn't really, really improving my skills and if I didn't see any potential of my being able to play in a game. I can't see myself being out there every day. I would say, "Why am I doing this?" If it's for physical activity, then I should be lifting weights or riding bicycles or doing something else, but not going out and just being out there on the field. So I don't know. I

just think it's a male-female thing, just a difference between the two sexes.

At this point maybe we can talk a little bit about some of the honors you've received. We should probably start with your swimming.

I swam seven years for the Multnomah Athletic Club, starting when I was twelve, and really had all kinds of experiences. Again, that's where I really started being interested in sport. It was very important to me. I really saw the value in sport, I think, because I took the first plane ride of anyone in my family and things like that.

And I got my picture in the paper. In Oregon, the difference was that they had very outstanding women's teams, so it was nothing to get their pictures in the paper with the Multnomah Athletic Club, because they were the national champions and had very, very famous swimmers. Probably four out of every five times the women swam, there were pictures in the paper. They were pictures of the women, not the men, even though the men's and women's championships were going on at the same time—state and northwest and so forth.

They had Betty Evans of the Erv Lind Florists softball team. She was recognized as one of the greatest pitchers ever, so when they played in the local area, she got her picture in the paper. So I didn't realize that women couldn't get press, and those things made it easier for me to be a leader in school. People knew who I was, and I think when I got all of these special permissions, it really did have to do with them knowing what I was capable of doing with arrangements, with the universities, and so forth.

My swimming career was extremely important to me. I always was disappointed and had some good lessons there. I remember one time when our field hockey team at Cal placed second. I was standing next to Karen Moe-Thornton, who was the world record holder in swimming when she was my swimming coach there. I said, "You know, it's too bad people can't say, 'Isn't it great our field hockey team placed second!' instead of saying, 'Oh, isn't it too bad they lost?'" It always reminds

me of people asking me about swimming, and the first question they ask me is, 'Did you go to the Olympics?' When I say no, it's, 'Oh,' like I hadn't done anything."

She says, "Don't let that bother you. When people ask me that question, I say, 'Yes, I did go.' And they'll say, 'How many gold medals did you win?' And when I say one, they say, 'Oh.'"

It was a good lesson for me to think about. But swimming really was a major part and keeps coming back in in little pieces as far as my life is concerned.

At Lewis & Clark, I was honored in being selected into their Hall of Fame in 1988, but it was an interesting thing, because they weren't sure that I qualified for it, because of this thing as to whether I was swimming for the school or whether I was swimming on an AAU basis. And then if I was swimming for the school, we really didn't have a "conference champion." The schools in Oregon all competed against each other, regardless of size, so Lewis & Clark played Oregon, Oregon State, and all the various schools. But they had to determine—even though I was an American record holder and famous in my own state—whether I qualified. So I told them in my acceptance speech that I was glad that they had allowed someone from the outside to become an insider in accepting this award. Then just last year they gave me the Lifetime Achievement in Leadership Award at Lewis & Clark, so I've received two awards from them.

At the University of California I was one of twenty-five or thirty women that were selected for the "First 125 Years of the University Women of Honor," so I was very, very pleased. Julia Morgan [the renowned architect] and Ann Curtis [who won two gold medals at the 1948 Olympics] and some really famous women were included, so I was tremendously honored in that, considering the university's reputation. Then in 2005 I was selected into their Athletic Hall of Fame and was the first woman administrator to be put in. They had athletes, and they had coaches, but they hadn't had a woman administrator, so I was the first woman administrator in that particular hall of fame.

In addition to that, the National Association of Collegiate Women Athletic Administrators, which we call NACWAA, started their Lifetime Achievement Awards in 1998, and in 1999 I was given that award. I was in the second group of people that were selected in, and the first group going in were mostly past presidents of AIAW. They were all individually honored but as kind of a classification. Then they started selecting other people who had been active nationally and successful, and I was very honored to be in that.

There have been various honors along the way, but smaller in context of those lifetime achievement awards, in the Bay Area in sports and Women's Sports Foundation and that sort of thing. Then the other classification, of course, are the biographical listings in *Who's Who—of Education* and then *of the West* and then *of Women*. Probably only about four or five years ago I was finally selected into *Who's Who of America*, so I have those various listings as far as *Who's Who*.

Sometimes when you look at all the things you've done, it kind of makes you sit back and say, "Wow! Now, did I really do all of that?" and, "The good Lord let me do a lot of good things," and I'm proud of those things and successes. I did write a student handbook of body mechanics, so I'm a published author, plus various articles and speaking at national conventions. I didn't speak a lot of times, but I have been on the national conventions.

From Nevada, I received the Pride of Nevada award, and that was by Pack PAWS. That was funny, because when they gave me the honor, they said I should have been one of the first ones to receive it. I said, "Well, that was fine," because it was such a long time ago, not everybody knows. But I kind of laughed when they were giving me all that, and I said, "You do know that I was fired?"

And the lady said, "Oh yes! That makes it even better! It shows you were standing up for women, and that's what we're all about." [laughter]

So I said, "Well, I just wanted to make sure that before you gave me the award that you realized that the university had dismissed me. Of course, I was reinstated, but I did want you to know that." So that worked out OK.

Is there anything else that you want to discuss, or do you want to make any larger philosophical statements in summary?

Big ones. I think that one of the things that has been my guideline—and I made this up, as far as I know—but it's, "Don't try to keep up with the Joneses. Figure out where the Joneses are going and get there before them." That's kind of what I've tried to do. I think that I have taken that to various school situations, where you had to really evaluate and then figure out some rather unique ways of accomplishing what you wanted to do.

And I've always been proud of my work as a coach. I have coached three different teams at different locations to undefeated seasons—field hockey at American River, volleyball for the conference season at Nevada, and basketball at Oregon State. I think of the young women that I've worked with always with a great deal of pride.

I feel very privileged that God has given me the talents to do these things. I always try to think of other people first, as far as what they need. I do have an undergraduate degree, actually, in psychology and carried it through in my master's and also in my doctorate as far as having a heavy number of classes. I had a double major at Lewis & Clark in psychology and in physical education, so I try to use that information. I was the dean of girls at Central Linn Junior High. I always was much better at helping people solve their problems than solving my own. [laughter]

I tried to listen to what they said and find ways to direct them, but working with students was really where I felt I was meant to be—improving women's positions, while never trying to do anything at the expense of the men, but just keeping students focused on making their lives better and improving their own self-concepts, providing opportunities for them if they really wanted to be an athlete, always keeping their studies first with the idea that they were all going to graduate. And those were some of the requirements when I established the Hall of Fame for Women at Cal, that they had to be a graduate of the university to be eligible, and that's a really, really strict thing that's not in most college hall

of fames. At Cal they actually have to graduate in order to be eligible.

I just feel very privileged to be able to do these things, and I certainly appreciate the men who have supported me along the way. Like I say, when I look back at my career, I would have a hard time picking a woman who helped me. I don't mean that as a derogatory thing, but my main support has come from men, as far as mentors and so forth. I have certainly had women who have helped me in teaching clinics and people who have worked with me and staff members that I've had like Peggy Swant and others at different schools. But as far as being out in the general community of the educational world—the faculty senates and so forth—I have found the men to be the ones that were really supportive of women's athletics, which is kind of a different twist. [laughter] But that's the way I have found it to be.

And I think you may have mentioned earlier that Joe Crowley with the Faculty Senate had helped considerably with at least your position title and that your letters of recommendation for Cal had come from three male faculty members at Nevada.

Yes. And Jim Anderson, when he was the president of UNR, was very supportive of the women's program, and James Richardson was chairman of the Faculty Senate during some of the difficulties that I had there, and he was very, very supportive.

This was something we didn't get to yesterday, but when you actually left UNR, was Keith Loper the A.D.?

No. He was the chairman of the combined Physical Education Department. I don't know if Dr. Laughter stepped down, or if they decided to have a rotating chairmanship, which is what some of the schools do. I don't remember which, but I had actually forgotten that Keith was the chairman until I found the letter of recommendation he wrote for me, and it said his title was "Chairman, Physical Education." So it changed someplace along the line.

I've been very privileged at the schools I've worked at. It was so much *fun*, actually. I really, really enjoyed having situations that had the potential for a lot of improvement. Another general philosophy of mine is that there are builders and maintenance workers, and I consider myself a builder. It's fun to come in and to do that sort of thing, and I used that as part of my recruiting when I was recruiting, because I had programs that weren't as successful. I would approach some of the best athletes with a little speech about builders and maintenance people. I would tell them, "You know, you can go to a really, really good program and help maintain it—the Ohio States and the UCLA's—or you can come to a school and help build it and make it something." So that's what I've had the privilege of doing, and it is really enjoyable to do it and to make friends with the staff and find ways when you're turned down the first time to find somebody else that can help you accomplish the same goal. Like I said, I kind of wiggled my way around. I can think of a lot of those people that helped me out along the way—even at UNR, the person in charge of the facilities management.

Speaking of camaraderie, was there a lot of contact between the phys ed and athletics departments and the other departments on campus? Through committee work or other means did you get to be close with other faculty or staff outside of your area?

Not that I remember. There were certain ones that you dealt with because of their position, like the dean of students, because of their work with the student body officers, and you intermeshed that way. As far as any one department outside of physical education, I really didn't have that much contact with them. I tried to keep as active as I could. Most of the physical education staff wasn't that active in the Faculty Senate.

I think that among faculty members, too, there was a certain feeling that we were not as academic as the other departments. Philosophy and art and all those departments can talk to each other, but we were kind of out there if they were not interested in sports. And they didn't see

physical education as that academic, although I would like to see some of them take kinesiology, anatomy, physiology, and all the other things that a physical education major has to have. We were probably more scientifically oriented than any of the rest of the departments, and there was a little bit of sociology and psychology and working with teaching, so we really should have meshed very, very well with all of those various units, but in any of the places that I've been, I didn't see that there was that much direct contact with the Faculty Senate, unless somebody just wanted to be involved. There were certain people who that was their thing, so they felt great going to all the Faculty Senate meetings.

Did you have faculty representatives on the Intercollegiate Athletic Board at that time, or was that something that happened later? Or, whether they did or not, did that not affect the women's programs at all?

The way I remember this—and, again, I may be wrong—I don't think they really *had* an athletic board, as such. They had the Wolf Pack, but that was more of a booster, fundraising-type group, and I don't think they had a board in the sense of being able to make decisions. Maybe they decided how to spend some money that the boosters had earned, but as far as philosophical direction and keeping people involved, I think it ended up more as an old boys' thing, where they talked with people and did things. But I don't remember them having an athletic board.

If they did have a board it would have had nothing to do with the women, except after things were combined, then the old boys were still at work *behind* the scenes. As far as I know, we didn't receive anything from the boosters, and I don't remember the exact budget decisions that were made after the department was combined because of the fact that I could just put my requests in, and they did anything they wanted to with them. I don't think I want to end on that note, though. [laughter]

I just think, philosophically, I've really had a great life. I'm glad what I've been able to do at

the various universities. I guess they called me a pioneer and a legend and a few other things, but all that does is make you feel old. [laughter] But I guess I have to realize that I am old.

I guess the other thing I've been recognized for is trying to always compromise, so that I could see everybody's point of view. I think one of the things that made it so valuable was that at Oregon State I was the director of intramurals and then being chairman of a physical education department, then being a director of athletics, and then having coached seven sports, I kind of knew everybody's point of view. I knew when I was directing the intramural program how important the facilities were and what time I wanted the kids to have the practices. The same was true with each one of these positions, so I could really see the other person's point of view, and I could see *why* they were arguing the way they were or presenting their point of view. Anyway, those were the kinds of things that would allow me to have a good view on it.

I think the reason I was as successful as I was as the athletic director was that I really had a concept of what was necessary for the various teams, because I did coach all four team sports, and in addition to that, throughout my career, I also coached boys' high school tennis and then track and swimming. So with the three individual and the four team sports, when a coach would come in and talk to me about what they needed or what they were going to do, I really had my own opinion as to whether it was a real valid reason or not. I think that gave me perspective.

I've always said that, to every athlete and every coach, *their* sport is the most important, and I try to keep that in mind when I'm balancing budgets, knowing that. As far as I'm concerned, I see this as something that helped me later on, that as the athletic director, I saw all the sports as my *team*. So therefore, I had to try to get everyone working together with a team concept, where I wanted each one of these sports to be as good as I could make it through my position as the athletic director. And I didn't want to pump money into one sport, which a lot of people did, just to be as good as that sport could be. I wanted a more balanced program. I

didn't want mediocrity in any way by trying to balance them, but I wanted to balance sports as well as I could.

I know that was frustrating after I got into a situation where there were scholarships, because I didn't give each sport their own scholarship budget to spend. They all came to me. I'm not saying I made the decision on who the kids were, but I did make the decision that, "This sport needs somebody more than this sport does." I couldn't see giving fifteen scholarships to basketball when, in fact, I knew they could practice and do well, accounting for injury, with twelve. Then I could give somebody else those extra three amounts of money. So balance was important, trying to get the integrity of everyone else involved, trying to commit as much as you could to the entire university and just big picture of the whole thing, and that was my pleasure to try to do that.

I did miss coaching when I quit and became a full-time administrator, because I missed the contact with students. At that point in time, I'm not sure that some of the students knew what an athletic director was. [laughter] I was just this lady that came and talked to them at the beginning of the year. Anyway, it was a lot of fun. I'm very appreciative of my life and the people that I've met along the way and the things I've been allowed to do and the changes I have made.

DICK TRACHOK

Dick Trachok: I was born in 1925 in a coal-mining town in western Pennsylvania. My dad was a coal miner, as was my uncle, and my brother mined a little bit before he went into World War II. Everybody mined coal.

My mom and dad both came from Lithuania, so I'm a first-generation. There were a few Lithuanians in my hometown, but not many, although there were quite a few in Chicago and in the Los Angeles area. Lithuania is a very small country. Right now I think the population is only four or five million people, but it's coming back. We Lithuanians take some credit for getting rid of the Berlin Wall. We thought we were the first ones to break away from the Russians.

Tom King: What led you to leave your hometown and move West?

I graduated from high school in 1943 and was recruited to play football at the University of Pittsburgh. I spent the year there and then went into the service for two years. After that, Jim Aiken, who was coaching at Nevada, was recruiting in the Pittsburgh area because he was from Ohio, originally. In fact, he went right on the University of Pittsburgh campus—which now, of course, is illegal—and talked to a friend from

my hometown, Tommy Kalmanir, who I grew up with. We both went to the University of Pittsburgh together, and Tommy was out of the service before me. We didn't want to go back to the University of Pittsburgh, because, as most people know, it's a city college—there's no campus to speak of—so we thought we'd go someplace else. We looked around, and Aiken came back and did a selling job on my friend.

Tommy said, "Let's go."

I said, "I've not even talked to anybody out there."

So, he said, "I'll call the guy." He called Aiken and said, "I have another player."

Aiken said, "Well, bring him out now." He didn't ask what I played, if I could read or write, or anything else. At that time, people didn't sign letters of intent, so if you came out, and they didn't like you, you couldn't play. The term that they used all over the country at that time was that they'd "turn over your plate," which meant they'd stop feeding you, and the joke at that time was that Aiken had three teams. He had one that was here practicing, one that was leaving, and one that was coming. He kept changing more, and Aiken did a super selling job.

When Aiken was recruiting my friend, he told him that the sports editor in Reno for the

University of Nevada was Ty Cobb, and whenever you mentioned Ty Cobb back then, you'd only think of one Ty Cobb, and that's the baseball player. Aiken didn't say that he wasn't the baseball player; he just said that the writer was Ty Cobb. He also told Kalmanir, "Bing Crosby is very interested in athletics, and he has a ranch right outside of Reno." Well, Crosby had a ranch, but it was in Elko. [laughter] And we thought when we got here, by Western standards, that that was probably right outside of Reno. So, that's how I got here.

What position did you play?

I was a halfback, and I played offense and defense. Most of the team did. Those were the good old days.

You said you had been in the service. What branch were you in?

At that time they called it the United States Army Air Corps. Things were winding down a little bit. I trained as a gunner on B-24s, and we thought that we were going to be shipped to the South Pacific. Then the war came to an abrupt end, as everybody knows, and then they discharged just about everybody. So, I went through, of course, basic training and then the aerial gunnery school twice, then through finance school, and then through physical training instructor school. I moved all over the country, and I got out in 1946.

I forget the exact month I got discharged, but it was the end of August in 1946 when we came out here.

And then you played for Nevada for how many years?

Three years, 1946-1948, because I played one year with the University of Pittsburgh. Nevada had good teams, but in Pittsburgh, we were down a little bit, because we had a bunch of seventeen-year-olds we were playing at the University of Pittsburgh. We opened the season with a home game against Notre Dame, which had some V-12 players there. We lost the game, but we had about

55,000 or so at the game. It was more people than I've ever seen in my life in one place.

Nevada did well. We weren't in a conference; we were independent at that time. We had some very, very good years and some good players. Our quarterback in 1947 was Stan Heath, an all-American. Several others played in the pros. My friend, Kalmanir, went down and played for the Los Angeles Rams, and they won a national championship. He'd play with people like Bob Waterfield. Elroy "Crazy Legs" Hirsch and Norm Van Brocklin were there. The super players at that time in the college ranks were Blanchard and Davis, who played at Army. They were both all-Americans. My friend Kalmanir beat out Glenn Davis when he was playing for the Rams.

I'm curious as to whether or not you were even aware of the women's athletics program when you were playing football for Nevada back in the late 1940s.

We didn't have intercollegiate women's athletics. They had different names for it, but it would be similar to club sports. Then going way back, the first intercollegiate basketball team we had at the university was a women's team, and there's a picture of that team at the athletic offices. It was a little different game then. They had six players on each team—three at one end of the court and three on the other half of the court, and they weren't allowed to cross the middle line, the so-called "ten-second line."

I know that the intramural program was very modest when you arrived. Can you describe it to the best of your ability?

Well, modest would describe it very well. It was just some different sports, different activities. They gave the Gothic N award to the ones who competed—like a letter to wear on your sweater. They had marching groups that would perform at football games, but not much to speak of.

Following your football career here, you graduated, and eventually you became a coach.

When I was still at the university as a senior, I coached the Bishop Manogue High School basketball team. In fact, I was their first coach. The coach at Reno High School, Herb Foster, passed away Christmas Eve, so in the spring I coached the Reno High School track team while I was still a student here. Then Reno High asked me to apply for the football job there, and I did that. I graduated in 1949, coached the football team at Reno High for ten years, and then I came to the university and coached football here for ten years.

Were you recruited to the university, or did a job just open up and you applied for it?

The job opened up, and my friend, Jake Lawlor, said, "Why don't you apply?" The basketball arena, Lawlor Events Center, is named after him. We were good friends, because he was coaching the line when I was playing football. He was also the head basketball coach and the track coach, and I was on the track team one year. I applied, and I don't think I ever had an interview.

One day I was coming from coaching the Reno High track team, walking up Virginia Street—I didn't have a car. At that time, we had the morning paper, the *Nevada State Journal*, and the afternoon paper, the *Reno Evening Gazette*. So, a friend of mine was driving by, as I'm walking up the street, and he yelled out, "Congratulations!"

I said, "What for?"

"You just got hired as the football coach at the University of Nevada!"

That's how I found out. There was no, "Come in. This is what we want you to do." I've never interviewed for a job. Those days are way past.

So, you came here in 1959. My understanding is that the football team had gone through a rocky period in the 1950s.

They did. See, in 1951 we dropped football for a year, then brought it back, and Jake Lawlor coached the football team for one or two years. He coached the football team, the basketball team, and also the baseball team, if you can imagine.

Then they hired a coach from Pepperdine in southern California, Gordy McEachron, and he was here four years but had a very tough time. We didn't have any scholarships then, and so after four years that McEachron coached they weren't winning, but it was understandable under the circumstances.

So, I was hired as football coach. It was difficult, because, as I mentioned, we didn't have any scholarships. We could get some tuition waivers, but there was no such thing as room and board and books or anything like that.

Most of the players were from Nevada, because it was tough. You'd bring in somebody from California and say, "Look, we'll give you your tuition, and you pay for your room, your board, and your books." We were lucky; we won a few games, and so it went pretty well, actually.

I was also the assistant track coach for a year or so, and then I had the golf team for one year, and that was a real joke. We didn't have many people. See, as the head football coach, I had three assistants, *none* of whom were full time, because one assistant was the track coach, and the other was the assistant track coach. We had a freshman coach that helped us on the varsity, and he was the baseball coach. So, the staff was four people, and we'd get some grad student to help out, and some regular students, and that was about it.

What can you remember about women's athletics during that same period of time?

Ruth Russell was the head of the women's Physical Education Department. I'm not sure how interested she was in athletics, because we didn't have any. They would have some competition amongst the students that were here. As I mentioned, the first basketball team we had was a women's team that played intercollegiately, and then in 1946, 1947, and 1948, we didn't have a women's basketball team.

I understand that athletics was part of the Physical Education Department.

Yes. At one time the head of the Physical Education Department was also the athletic

director. Then they made some changes around 1939 when Jim Aiken came in to coach, and they made him the athletic director, also. There was a little struggle between the PE (Physical Education) people and the athletic people, but they split them. At that time the head of the PE Department was a guy by the name of "Doc" Martie. Right now they give an award every year to the outstanding senior male athlete, the "Doc" Martie Award. They give the Ruth Russell Award for the outstanding female athlete.

What can you tell me about Ruth Russell?

I didn't think she was really interested in athletics, just from knowing her. I hate to mention rumors, but they said she didn't like the male athletes. I know for certain that several of them would postpone taking one of the classes that she taught, and they'd take it in the summertime. Either she was too difficult, or they felt she wasn't too crazy about the athletes.

What was she teaching?

Kinesiology—that was the main one that some had a little problem with. I got along with her very well, but, of course, I always thought I got along with everybody. She passed away in the South Pacific, and I think they buried her there.

Can you recall whether or not she was an advocate for getting women more involved in sports and in athletics?

You know, whenever you're a student, you don't know what all is going on, but my guess would be that she wasn't an advocate of promoting women's athletics. Of course, in the whole country at that time athletics was still less than the blossoming stage.

I'm really not thinking about the time when you were a student here, but more of when you became head football coach in that period from 1959 to 1969, and she was still here.

Yes, she was still here, but then when I got the athletic director job, Lue Lilly then was running athletics, and Ruth Russell hired Lue Lilly.

Ruth Russell resigned in 1969. Can you recall the circumstances surrounding that resignation?

No. N didn't know anything about it.

If you had to make an assessment—and I'm going to press you to make one now—of the impact that Ruth Russell had on women's athletics on this campus, what would you say?

My guess would be less than average as far as getting things done and pushing for them. She just didn't seem interested, and she liked the intramural part and the dance programs and everything else that they put on.

Lue Lilly, apparently, was a little bit different in her approach?

Yes. She was aggressive, and I don't consider that a fault, because I figure if you're doing something, you better push it as much as you possibly can, and she did that. She'd try to get as much as she could, which I felt was the only way to do things. The bad part of that program, of course, is that we didn't have any money. When they put men and women under one director I said, "How about the budget?"

And they said, "Well, you'll have to try to find it."

What was Lue Lilly's title exactly, as you recall? She was in the Phys Ed Department.

I don't know if they called it women's athletic director or director of athletics for women.

And women were competing with women from other campuses?

Yes, they started to compete. Then she was coaching women's basketball.

And she had become women's athletic director the year before you were made athletic director, I believe. Can you tell me something about the circumstances surrounding your becoming the athletic director? You told me before that you didn't think you had interviewed for any jobs. Is this one of those you hadn't interviewed for?

The athletic director had been Jake Lawlor, and he had retired. Dr. Broten was in charge of physical education at that time, and I just sort of mentioned that I'd like to have the job. I retired after ten years of coaching football here, and before I became athletic director I spent a year helping raise funds and putting on different functions to get money. Then I said, "I'd like to be the athletic director," and that's what happened. I think at that time they took a poll of the coaches that were here, a vote of some sort, and I got the job.

Did you have to interview with the president, who was N. Edd Miller at the time?

If I did, it was a very brief interview; I got along with him very well.

I think most people did. He certainly is fondly remembered. How much interest did he have in athletics in general?

I thought he had a decent interest. At that time we never had much money, and it wasn't like basketball at Indiana. He was interested and did a good job, but, see, what hurt the program, or hurt it being developed as fast as it should have been, was the fact that there wasn't any money. You just couldn't do anything.

On the subject of money, I've looked at a lot of oral histories that we have, and we've done some other research to come up with a sketchy outline. I know very little about what you did and what your career was like, but it's suggested that in 1971—and we have some notes from a Faculty Senate committee that was studying the Athletics Department at that time—you were reluctant to hand over any budget

figures, that not only was there very little money, but you weren't going to tell them how much there was and what you were doing with it. Do you have any recollection of that?

No. I don't have any recollection. The part that we didn't have any money, I can recollect that very easily, but the part where they said I was reluctant in giving the figures, I can't recall that. There was really nothing to hide; we didn't have any money, and that was it, and everybody knew it. We got some money from student-body fees, and if you count the number of students and multiplied that number by how much each gave, you'd find out how much money came from there. If there was a misunderstanding, maybe it was my fault in not making it clear enough to the people that were trying to get the information.

And I think the early 1970s is the period when the faculty, in general, became more interested in trying to advance women's athletics on this campus. I'm curious as to whether or not you had any directive from the president. You would have been reporting directly to the president that time. Did he have any goals that he wanted you to achieve regarding women's athletics?

No. I felt he just put it in my hands and said, "Here." As I mentioned, I wanted to know about the budget, and he said, "You got to go find it," which made it very difficult, so we did the best we could. Then I appointed one of our staff members, John Legarza, to be in charge of women's athletics, and he took care of that for a few years. [John Legarza took over women's athletics in 1979, following Lue Lilly's departure in 1976.] He ran the program. Without any money, it's difficult to run in one sense, plus it makes it easy in another sense. You don't have to worry about doing anything, because you don't have any money.

The highlight of that part of the women's program was that we were in the AIAW. In the college division we won the national championship for swimming and diving, which was very good. I don't have memorized the women's wins and losses, because we had basketball, volleyball,

softball, and we had some golf and tennis. For the resources we had, I thought they did a decent job.

And I understand that student fees make up a large part of the budget, what you would have available for your resources. Were there any other sources of funding?

There were some state monies that covered a good part of the salaries, and then the student body fees and whatever money we could generate with our football and basketball gate receipts.

I think in the early 1970s the student athletic fee was seven and a half dollars, and fifty cents of that went to women's athletics. How did you feel about them getting fifty cents out of every seven and a half dollars?

That didn't bother me at all, because the seven wasn't enough, and we knew fifty cents wasn't enough, either, so that was no problem.

I wonder if you could describe Lue Lilly for me and tell me something about her as a person, a coach, and an administrator.

Let's see, aggressive may not be the proper word, but she was interested in promoting women's athletics, and I always thought that was good. I didn't think you could fault people for pushing their own sport, because that's why they were hired—to go out and get everything they possibly could, as long as they did it legitimately. She was interested in doing that. When she left here, she went to the University of California as their women's athletic director.

I believe that there was a change in administration in reporting lines during the 1970s when you were athletic director. Initially, there were two separate athletic programs—women's and men's athletics, and then they placed them all under your supervision.

Yes, and I don't know what the women thought about that. I don't think the average

person even knew that we were all under one. They probably assumed we were under one to start with, because we had to share facilities—the gyms and the few fields we had at that time. The play day, to my recollection, would amount to intramural competition, where they'd take part in different activities, and sometimes with the play days they'd invite another school to come in and take part in various athletic activities.

That model got dropped in 1971, and then they adopted what?

Just to get into intercollegiate sports. Play day—I haven't heard that term in fifty years.

You haven't told me what your relationship was with Lue Lilly. Did you get along all right, the two of you?

I got along with her, but we never went out to dinner or anything like that. I knew that, like all coaches, she was interested in pushing her program, and sometimes she would mention things, and I felt she should have known, "We're doing the best we possibly can, and if we had the resources you'd get more money."

It appears, again, from the other sources that I've looked at that you were under growing pressure from a number of different groups on campus to be more supportive of women's athletics in the early 1970s. Do you have any memory of this?

Not really. They probably didn't realize that I was interested in building programs for all the kids. My daughter was on our swimming and diving team, so I *had* to be interested, with my two daughters. And the pressure part didn't bother me. Even our men coaches would say, "Hey, I need more money."

I would say, "We don't have any. We're going to try the best we possibly can to get it, but we don't have it." We probably didn't do as good a job of trying to raise money, but at that time we weren't allowed to give scholarships, so that eliminated a lot of trying to raise money. We had somebody

donate money to the university for athletics, and the president gave it back, because we weren't allowed to have scholarships. We could have used it for equipment or anything else like that, but he gave the money back. The president at that time could have been Dr. Armstrong. I can't recall.

You've served under Edd Miller, Armstrong, and Max Milam, is that right?

Yes. And Joe Crowley.

Among them, which one do you think was more supportive of athletics, in general, or of women's athletics, specifically?

There'd be no question—Joe Crowley. Have you read his book on NCAA? He was very supportive. When he first came to the university, he was on the Faculty Athletic Board. I felt very good about Joe. When he applied for president, he was the acting president, and the regents said, "We're going to interview four people," and Joe wasn't one of them. I don't know what effect it had, but several of us got a petition started—not to have him become president, but just to have the Board of Regents interview him. I don't know how many signatures we got from people on campus and in our downtown booster group. We had a whole pile of signatures, and we gave it to the chairman of the Board of Regents, which I think at that time was Bob Cashell. They interviewed Joe, and Joe got the job.

I think Rollan Melton had a lot to do with getting public support behind Joe, too.

Getting the job? I know Rollan liked him, so there had to be some columns that he wrote in Joe's favor, but why the committee didn't pick him to be one of the four to be interviewed by the regents, I don't know.

For one thing, he was ineligible. When he took the interim presidency position, he agreed that he would not be a candidate, and they told him that

he would not be eligible to be a candidate. So, that was just one reason.

Yes. They do that quite often throughout the country. They say, "The acting president will not be a candidate for the job." But it worked out well. He was very interested in athletics. He'd go to games, and we'd sit up in the press box together watching the games.

Well, I keep returning to Lue Lilly and her approach to being the director of women's athletics, and to coaching and to the way she got along with her colleagues, because it seems clear from the paper trail that we have that she felt under pressure, and that she may have been somewhat annoying to other people who had different agendas. In one case she was told, after having addressed the faculty women's caucus, that if she did this again, she was walking on thin ice, and that her job was in jeopardy. Did you have any recollection of what was going on in the mid-1970s?

No, and I can't recall that happening. I'm positive I wasn't the one that said she was on thin ice. But she was aggressive, and sometimes people, when they are aggressive, can irritate others, and she probably did that. At times I know the men's basketball coach would have some disagreements with her. I don't know what they were, but I can just vaguely remember them.

Can you remember anything about her relationship with Bob Laughter, who was, I believe, the chair of the Physical Education Department at the time?

Yes. Athletics had been under physical education, and the change came about when I became athletic director. The president was N. Edd Miller, and I said, "You know, we just can't have it that way. That's not a good way of doing it." But I don't know if there was any real disagreement with Laughter and Lue Lilly. Bob Laughter coached our tennis team. He passed away. He was a good, hard worker, and I assumed that they got along.

He fired her in 1974, and we don't have the details regarding precisely what happened. Do you have any recollection of this?

In 1974 he fired her, but then she challenged it and got the job back. Well, now Lue Lilly is down in California.

And she's been interviewed. I'm certain that she was questioned about this. There is a paper trail, and we have access to the minutes. There was even a doctoral dissertation done on women's athletics on this campus that looked into this, so it seems irrefutable that it did happen, but I was curious. Lue Lilly has given her side of it, and I wanted to know if there might be another interpretation of what was going on.

I can't recall that, but I don't think Lue Lilly was too crazy about me, although I can't say, "This happened, and this is why I would feel that way." I just got that impression; she never invited me to lunch, so I don't know. I've been retired now twenty-one years, and some of those things I just don't remember. It's too bad Bob passed away, because it would have been interesting to see what he would have had to say about that.

Well, another issue regarding women's athletics that was boiling up at the same time was, of course, Title IX, which went into effect in 1975. And that's the same year, I believe, that President Milam had combined women's and men's athletics into a single department.

I'm trying to remember. I thought N. Edd Miller was the one that combined them, or maybe it was Max. I can't remember the timeframe.

I could be wrong, but the note that I have indicates that it was 1975, and that it was Max Milam, because after that 1970 Governor's Day demonstration and the Black Student Union things that unfolded in the following year, the regents decided they wanted somebody who would be stronger with students than N. Edd Miller.

Stronger. And Edd Miller went back East. Well, maybe it was Max who told me, "You got to find the money to run the program," but some of those things I either forgot or didn't pay much attention to. Lue had her own ways of doing things and was very aggressive in trying to get things done. I know she'd go to the national meetings, and she'd find out how to sue the department to get the stuff she needed.

I'm not sure if the women were in the NCAA at that time or not. They could have been in the AIAW. They'd say to her, "Hey, they have to do these things for you."

And she'd say to me, "Hey, you have to do this."

My answer to most everything was, "If we had the money, we'd be happy to do it, but we don't have the money." We didn't have enough money to do what we were doing.

So, this is after the passage of Title IX that you're talking about that she would make these demands?

What year was Title IX passed?

It was 1972, I think. They didn't start implementing it with any vigor, let's say, until much later in the decade, but there would have been a lot of conversation and debate about what it meant. Can you think back to the passage of Title IX and tell me what your position was regarding that?

See, my position is that I don't like the federal government telling me to do *anything*. If the federal government stepped into the universities and said, "We have this report that your professor is preaching this, and you've got to stop that in the college," the president would say, "Hey, this is my university. We run it, and you can't tell us what we're going to tell our people to teach." The issue of academic freedom.

But the federal government will come in and say, "You have to have sixteen women's sports," and the presidents say, "OK."

It's been my whole life. I think if the president and the university want to run sixteen women's sports, that's fine; that's their choice. I don't think

the federal government should be involved. They'll say, "Well, without the federal government, we wouldn't have it." If the presidents wanted it, we would have it. I just feel that way. The stack of forms that they have to fill out in athletics for the federal government is unbelievable. Just form after form after form, and, to me, it's a waste of time. That money could be spent on scholarships or spent on the athletes.

So, it would be safe to say that when the issue of Title IX first arose in the mid-1970s you were opposed to it?

Yes. I was opposed to it, because I felt that the university presidents should do all that. Whatever teams they wanted, I think they should have had, because I always related it to academic freedom, where universities could do what they wanted to do. See, in athletics, you know, there was a time when the women didn't compete very much, and they became housewives and so on. Then, after a while, they started to be able to compete and do all of these things, and everything just grew in a natural way, because they had the time, and they had the resources, and they wanted to do it. Then people wanted to watch them, too. So, that was a natural course, I think, for athletics to develop.

By 1979 the federal government was looking into enforcing Title IX. How was Nevada doing in regard to living up to requirements of Title IX in the late 1970s?

I can't recall. I know we had people come on campus and check us out and say, "What do you have, and what are you doing?" They'd check the locker rooms, and, fortunately, we had just remodeled the women's locker room over in the New Gym, which is now the Old Gym. There were a lot of challenges to Title IX that went to the courts, and the courts just threw them out, several of them from back East—I forget the universities involved—but the federal government said, "This is what you're going to have to do," and everybody complied as best they possibly could.



An article from the Reno Gazette-Journal about Title IX and Dick Trachok.

I understand that in 1979 there was some opposition to complying, and that a group got together and formed what was called the DeHart Coalition. Do you have any recollection of that?

No. I remember a little bit about it where they were trying to say, "Hey, we'll do what we want to do," and the government said, "No, you won't. You're going to do what we tell you to do." The government had the control, because they said, "If we give you federal aid, then you have to listen to us."

Then the athletic people said, "Well, athletics doesn't get any of the federal aid. It goes to the College of Agriculture, and it goes to other places."

They said, "It doesn't make any difference. If it goes to the university, then the entire university has to comply with these regulations."

Again, apparently, you don't have any recollection of this, but I just want to confirm this, that there was an effort on the part of a number of universities

nationwide, and that ours was one of them, to resist some of the rules of Title IX.

I can't remember us being involved with other schools to fight Title IX, but I don't know what you had to do in order to be so-called "fighting Title IX." I contacted one of our senators, Paul Laxalt, about something one time—we were very good friends—I can't remember if it was about Title IX or not. My feeling all the time was that if the colleges wanted to do this, then do it, and if enough students were interested in doing it, there's no doubt in my mind that it would be done.

Did you and Joe Crowley agree as to how this university should implement Title IX, and whether or not we should implement it to the fullest extent?

Yes. Joe and I had a very good relationship—still do—so there was no battle. All of our disagreements, if we had any, were due to the fact that we didn't have any money, and with the money it would have been very easy to do it.

Dick, in your opinion, what was the impact on men's athletics of the implementation of Title IX beginning in 1979, not nationwide, but right here at Nevada?

We had to drop men's track and field. I wasn't the athletic director at that time, but we dropped it in order to comply with Title IX, because the athletes had to be in proportion to the student body as far as male and female was concerned.

But I thought the scholarships had to be in proportion?

They had to be, but they were out of proportion, I think, because of football, and that made it very difficult. Right now I think we're allowed about eighty-five football scholarships, so to get the same number of women's scholarships, that covers quite a few sports. A lot of people talked about it, and I agreed with them that football should have been left out of the equation. Forget football, because that's the money-making deal. They're the ones with the big numbers. You buy a headgear,

and it'll cost as much as a complete uniform for a basketball player, so the costs are just so far above other sports. The shoulder pads are very, very expensive, and you have to have them, so that throws things out of kilter a little bit. They should have eliminated football, then treated everything else the same, and everything would have worked out, I think, without any trouble. Then the people would say, "Well, you're just interested in football."

"Well, yes, because that's where we get most of the money."

But the elimination of the men's track team came, I think, much later. It didn't happen in 1979-1980.

I can't remember what year it was, but I think Ault was the athletic director at the time, and he eliminated it. [The men's track team was cut in 1994.] Of course, it saved money at that time, plus the numbers for Title IX made it balance a lot easier. My son has only been to one game since then. He was on our ski team and our track team, and when they dropped track, he wrote several letters to Crowley and his sons, because they were good friends. But he went I don't know how many years without coming to a game. That was his one-man protest. He just thought it was the wrong thing to do, as a lot of people did.

Luella Lilly resigned in 1976, and as you said earlier, she went on to become the athletic director for women's athletics at Cal. I don't know what prompted her resignation, but it appears that she was unhappy here. From the written record we have, it doesn't appear that there was harmony.

As far as my relationship, as I mentioned, we never went out to lunch together, but I never went to the president and said, "Hey, we've got to get rid of this person," because when people were hustling, trying to get things done for the program that they were in charge of, I never found that a fault. I may at times have said, "Hey, maybe you don't understand this well enough. We can't get enough money to do these things," but I've never faulted a coach or anybody who was interested in trying to improve their own program, even if they

were trying to improve the program just to make themselves look better. I just felt that if you gave somebody a job, and they hustled like crazy to try to get it done, and if they did it within the rules and the regulations, then that was fine.

With the implementation of Title IX, you already were operating on a shoestring. Where did you find the money necessary to support the additional programs that you now had to put in place?

Everything was just spread very thin.

Was it only through elimination of men's programs, or were you able to bring in additional funding to support the required sports?

Well, evidently, we must have got a little bit of additional money, too, because when I was the athletic director, we didn't drop anything in there. As I said, the scholarships were very, very limited, so we just made do with what we had, and we were trying to get fundraising programs going. One of the first ones that we started was the Governor's Dinner. That was a long time ago. We would raise funds, and it would go to the Athletics Department. Then we never paid the coaches much money.

Do you know the name Jackie Jensen? I hired him as our baseball coach, and I paid him about \$2,400. That's not a month or a week; that was for the season. We were good friends, and I said, "We just don't have any money. If you'd like the job, here's the salary."

He was the most valuable player in the American League, and he said, "Yes." So, he took the job, and we had him a couple years here, and then he became the baseball coach at Cal.

Now, I can remember him pretty clearly. The Red Sox used to have spring training in my hometown, Sarasota, Florida, and I saw him play. As I recall, he was afraid to fly, wasn't he? When the teams moved to the West Coast, and they had to start flying, he decided he couldn't play anymore.

Yes. He was afraid of flying, and he wouldn't do it. He'd go by train or bus or something like

that, and that's what really got him out of baseball, because he could have played a few more years.

To get back to the impact of Title IX, though, I gather from what you're telling me that the impact on men's programs was considerable, but not so severe as to cause any traumatic stress?

No, it didn't. I can't recall us dropping any men's sports in order to comply with it, but we didn't have the numbers that they have now in getting enough female athletes and male athletes to balance out. And at that time, I don't think they checked those as closely as they do now. We never filled out as many forms as they do now. It's unbelievable what they do now to make sure. Now we're, what, in the top five in the country, as far as compliance is concerned for Title IX?

Right. The university is very proud of that.

Yes. It's worked out very well, and a lot of female athletes got a chance to compete.

Following Lue Lilly's resignation, did you have any role in selecting her successor?

No.

Anne Hope came along in 1984, but I don't know who the interim women's athletic director was.

Yes. I hired Anne as the women's basketball coach. One time we had a man coaching women's basketball for a year. A lot of the decisions were made on the money that we were able to pay, because without any money the clientele that you have is very limited.

In 1984 Anne Hope was named director of women's athletics, but you had hired her as basketball coach several years prior to that?

I don't know exact years, but I thought that we hired her first as the basketball coach. There for a while we had John Legarza as the women's athletic director, and how many years he was there I can't recall.

Can you recall what impact Anne Hope had immediately on the athletic program?

She was a very pleasant lady, and we got along very well. At times she even sang the national anthem before our basketball games—she had a great voice. I have the names of all the people that we have hired as head coaches and athletic directors up in my office on plaques, so it would be very easy to just check there and see who did what.

You retired from the position of athletic director in 1986. If you would look back on the time that you were athletic director on this campus from 1970 to 1986, could you summarize for me the progress that you think was made in women's athletics and what role you may have had in helping the program achieve that.

I don't know what I really had to do with it, but I think the fact that we have so many women's teams that are competing now is great, as everybody seems to enjoy it. Kids get a chance. It's good for the state for the high schools to have someplace for their athletes to go and compete, and, especially right now, I think they're doing an excellent job. The coaches are good; they work hard. So, they grew as the university has grown with all the buildings and everything else that we have going on.

I want to thank you very much for participating in this.

I'm glad to be here. I just wish I would have been able to remember more of those names.

RAYONA SHARPNACK

Rayona Sharpnack: I was born in Susanville, California, in October of 1951 to Ken and Shirley Sharpnack, and they already had three boys, ages three, two, and one. I was the fourth, the only girl, and the youngest, and I reaped both benefits as well as penalties of that. We lived there in Susanville until I was about in first grade, at which time we moved to Sparks.

I believe my first elementary school was Greenbrae, then I transferred over to Alice Maxwell and continued on there until I went to junior high and high school in Sparks. I graduated from Sparks High School in 1969 and went to the University of Nevada, Reno.

Sports was a very, very big part of my life, and that's because of my brothers. Growing up, both Susanville and Sparks were rural at the time. Playmates were mostly built in, in terms of the family, and they played sports, so I needed to get good at that if I was going to be included.

A lot of my early memories are about playing sports and all kinds of activities that you could do back in those days, including one of the scary ones which was running behind the mosquito sprayer in the evenings. [laughter] I'm sure we were probably sucking up malathion. There was lots of bicycle riding, and I remember making skateboards and riding on them endlessly.

At one point I remember participating in the Junior Olympics; I think I was probably in junior high by then. I competed, and I believe I was the national record holder in the softball throw.

There weren't a lot of organized team sports for girls, certainly, at that time. I started playing tennis. The rec department was really the place for all kinds of activities, although at that time they only had boys' Little League, and they might have had Pop Warner or something like that. For girls, it was mostly pickup games with other boys.

Going back to my youth there, I was also involved in the Girl Scouts. And while the Girl Scouts didn't offer a lot of physical activities, I did manage to become the top cookie seller in my troop back then. That was one of my first leadership moments. I ate up my profits in Thin Mints unfortunately. [laughter]

Anyway, going back to the sports, about the only time there was any real organized sports was when I got into junior high school. There was a lot more then, but during elementary school it was almost always just during recess and playing on the weekends and after school with my brothers.

I remember in junior high school we had GAA, Girls' Athletic Association, and I remember competing in virtually everything that was available. I won a bowling trophy, and that was

an exciting time when I was in the seventh grade. I also played basketball and softball, and I think I was just starting to play tennis, so there were several different activities. There might have been volleyball, although I don't remember it. Those are the things I was doing during my junior high years. And track and field, of course, was very popular.

Mary Larson: I understand you were very active in tennis and won both the singles and doubles championship for the state when you were in high school?

Yes. That's right, and I don't remember playing on the school tennis team. When I think back, my recollection was that I actually played just through the rec department. I never really had any formal instruction, just whatever I got in the recreation department, but I ended up playing doubles with a gal that I met playing softball, so I had some overlap there in terms of my community of friends.

I was very active in Sparks High School with the Girls' Athletic Association, playing all the sports, and then, of course, competing in tennis. It wasn't until my senior year, I think, where I got really serious about softball. Prior to that I had played basketball with the YWCA team in Reno and had also played softball. It came to a point where I had to choose between tennis and softball. Was I going to be serious about one or the other?

Softball, because it was a team sport, just had a bigger draw for me. Lots more team participation, and it wasn't so isolated. Because I was a self-taught tennis player, it wasn't like I had a club I belonged to. I just went out and banged the ball up against the wall for hours endlessly.

As far as the support that the high school teams would have gotten at the time, was there really anything for the girls' softball team compared to, say, the boys' baseball team?

The comparison would have been pretty dramatic. I think back then Title IX hadn't passed, and we were still fighting for whatever equipment

we could get, and we were always given the substandard facilities. It was very much biased back then; all the resources were pretty much aimed at the boys. Even when they talked about it in the newspaper, I think they always carried the boys' games, but I'm not sure they always carried the girls' games.

When I was in the fourth grade at Alice Maxwell, I found out that there was something called a physical education teacher. Now, we didn't have them back then in elementary school. I found out in junior high school that it was a regular part of the teaching curriculum, but in elementary school we didn't have one. When I found out that you could get paid to play sports I said, "That's what I'm going to do."

The good news was, because I was singularly focused on the fact that I was going to be a physical education teacher, I got through some very difficult times in my life: my parents' divorce, my brother's incarceration. I went through a lot of really traumatic experiences, but I always was clear that I was going to do that, and, of course, that meant that I had to graduate from college. Since I was a resident of the state of Nevada, it just made sense that I would go to UNR.

Were any of the women's sports doing any recruiting when you were graduating from high school?

No. I was not aware of anything related to recruiting, and I think I would have known, because I was a very topnotch athlete and very versatile. So, if anybody was recruiting, I would have heard about it. [laughter]

When I got to the university, I felt somewhat like we had reached the big leagues. Here was this big beautiful gymnasium, and even though at the time it was called the Old Gym, it was still cool because it had the stands and bleachers built in. It was very exciting.

Also, because I was majoring in physical education, I had more of a sense of the whole connection to the human body and biomechanics and all those things. It was a combination of both the academic part of it and then just the

excitement of being able to plan my year out according to what sports I was going to be playing.

I played all three of the major sports for four years. I believe the seasons ran with volleyball first, then basketball, and then softball. I might have played some tennis, but I don't think I competed on the intercollegiate level, because at that point I had made the choice that softball was my life. I was playing during the summer, fall, and any time there wasn't snow on the ground.

I know the school also had field hockey. I had great instructors when I was at the University of Nevada, Reno—just really topnotch people. One was a young woman, who might have even been a TA [Teaching Assistant], named Sheila Shreve. Sheila brought some of the sports from the East Coast that weren't as popular here, like field hockey and lacrosse, things that I wasn't used to seeing or playing but was game to play.

We had a golf team, but I had never been attracted to golf, so I didn't pursue that. Soccer was not big at that time. I think we might have played in class, because we had to learn all the sports if we were going to teach them, but I don't even remember there being an intercollegiate team at that time.

I got to the university in 1969, and Lue Lilly, I believe, was actually the athletic director the entire time I was there. I think at the time they were segregated according to women's athletic director and men's athletic director, and at some point I think it became consolidated, but she certainly was the leader on our end that had the biggest impact on me.

She was both very intelligent in terms of what she knew about different sports and strategy, and she seemed to really know the ins and outs of college administration. She also knew about legislation and things that were happening in other schools, particularly related to Title IX, because that's when the real work of Title IX was being done across the country, so she was just knowledgeable on a lot of fronts. I think she coached volleyball and basketball.

As far as interaction with the students, she was certainly more formal than my tribe of comrades was used to. We were kind of a wild bunch, and

I think we gave her a run for her money in terms of disorderliness. I remember at times being reprimanded for how we were behaving. In fact, we also ran into some real communication problems on the team, and I believe we were the first team in UNR history to require a therapist to come in and work with the team. Now they have a sports psychologist, but back then it wasn't common at all, and so she recruited one of the therapists from the counseling services to come in and work with us.

It was an issue with group dynamics, for sure. I know, in my own leadership journey, there were some real lessons learned there on how I was impacting other people—the undesirable impact that I was having but wasn't aware of at the time. It was quite useful for me, personally. As a team I don't know that we ever reaped a lot of collective benefit. I don't remember what our records were back then, but I don't believe we were a shining star in the WAC region.

How did Lue approach being an advocate for women's sports?

She was very appropriate and, I would say, professional but really just uncompromising and unstoppable in the area of equality. She just felt it was absolutely a birthright that girls and women should have equal opportunity, and I really am grateful to her for that. While I had been able to get by just on my athleticism because I grew up with brothers, I didn't actually think about inequality. I always just fought my way to everything I ever wanted.

I wasn't as aware of it, but she made me aware, and I began to see that it just wasn't right that here I was going to college, taking out all these loans and going into debt to pay my way through school, and none of my brothers would have had to do that if they had decided to go that route. At the end of the day she really was a beacon of light in a very dark period of Nevada's history.

I have a couple anecdotal stories where I think we made her crazy. I recall a time around some kind of tournament that we were hosting, and I think my friend Misty Carter and I had been put

in charge of going to get the refreshments for the visiting team. They hadn't arrived yet, so Misty and I went to get the doughnuts, and I remember Misty walking by Lue's office, balancing a maple bar on her nose. I remember Lue just looking and shaking her head like, "Oh, my God." It was somewhere between, "What did I get myself into?" and "Can somebody please take these people away from me?" That's one memory.

She also used to jog along the upper rim of the gymnasium. There was a place where you could actually run—just stair steps that had come down to an aisle that spanned the entire length of the gymnasium—and she used to run up there endlessly. I was someone who never liked to run, and so that was more of my admiration for her, that she would go up there and run continuously, on purpose, on her time off. I was like, "Go figure."

She was also very intelligent and outspoken in the Women's Athletic Board meetings. That was a combination of the men and the women, and I was a student representative on the girls' side. It was during this whole Title IX debate, and she was very articulate and wouldn't back down about the issues of inequality that were happening at the university.

The Women's Athletic Board was an internal board specific to the University of Nevada, Reno. The Women's Intercollegiate Athletic Council was a combination of the boards across the Western region. I was a representative, and the meeting that was most memorable was the one in Asilomar, where we all gathered, and they took a huge group shot. This was during the 1970s and the early hippie days when I had big bushy hair, and I proceeded to wear a headband and to hold my arm up in a fist while sitting in the center of the picture in the first row.

I don't remember a lot about the Women's Athletic Board, but I do recall a really fantastic teacher, Robert Laughter, who went on to become head of the Department of Physical Education and was on the board. One of the male athletes was on the board, and it seemed to me there were a couple administrators. It might have been Dean St. John. I do remember it was a cross section of people from the university really looking at equality.

They were looking primarily at equity. They were building a new gym, and, of course, the men would play at the new gym, and the women would get the old gym. And after all, what were we complaining about? We got an entire gym dedicated to ourselves.

Then, of course, it had to do with resources. We traveled in vans back then. I'm not sure the guys always took vans to everything they went to. I think there might have been some games they flew to. It felt like we were just tin-cupping everything that we needed. When we needed upgrades in uniforms, we were asked why pinnies [a type of vest, usually worn over other clothing] couldn't work just as well as a second set of uniforms, and things like that. It was always seen as second-class citizenship.

With the Women's Intercollegiate Athletics Council, all we would have done there was report back to the Women's Athletic Board, or within our own department or the women's sports organization.

Was that the group that had one student and one coach from each sport?

Yes, and that was my role as the student representative, and we were in the Northern California group. I don't even think they put Nevada in the name of it; it was just that we were part of that whole regional circle.

Because I was so blinded by my own ambition and my own family circumstance, it wasn't until I got into the bigger discourse that I realized that this was—I didn't have a name for it at the time—basically institutionalized sexism. To have 50 percent of the population disadvantaged because of their gender was just wrong, so I became more strident as a result of hearing the different stories and who was making ground and who wasn't. I don't remember which schools were doing better than we were, but I know some schools were doing better. We would hear when there were victories in terms of allocation of resources or upgrades of equipment or things like that—just really simple things.

At least at that time, what kind of impact do you think Title IX had? I realize it just would have been

your senior year, and they weren't even enforcing yet, but in the years just following Title IX.

Oh, gosh, it was a sea change really to go from the condition of no hope and no opportunity to suddenly there being at least legislation. Now, it took years for it to get implemented and really adopted in any kind of remotely equitable way, but just the fact that it had passed was quite celebratory. Billie Jean King was active, and other people really took a stand. Gloria Steinem was a very powerful force in that. It was a time of great excitement that at least we were going to have a chance.

Getting back to Nevada, what kind of support was available for women's sports in your years as a student-athlete? You mentioned the whole idea of pinnies instead of uniforms.

Yes, or at least instead of travel uniforms. In other words, we would have one set of uniforms, but we wouldn't have lights and darks. I just think the mood was one of, "What is the least they can get by with?" It was interesting that I didn't ever get the sense of a kind of misogyny as much as I did a kind of indifference. It was mostly a sense of, "Why do they need them?" or, "Why should we spend money on that? Football is the thing that brings in revenue to the university." It was things like that.

Were some of the smaller men's sports getting about the same treatment as the women's teams, or were the women's teams still being treated more poorly?

No. I think the minor sports were actually on the same grade with us. Boxing had lost its flair a little bit. With golf I think they might have even mixed some of the teams, just because there was a finite number that played, and it was a sport that lent itself to that. But no, I think the men's minor sports were also seen as second-class citizens. It was pretty much the big three—baseball, football, and basketball—that ran the show. There was also a certain amount of attention given to track and field.

When we went to away games, we would travel in those vans, and remember that we traveled a fair amount during the winter, because that is when the sports were held. So we were forever going over the Sierras with those vans and having to put on chains, all packed like sardines into those vans with our schoolbooks, because we also still had to get our work done.

There was a real sense of camaraderie. Don't get me wrong, it was a wonderful time of my life, but as far as the olden days, when you think of what resources girls have these days, it was quite different. When we stayed out, I think we stayed probably either in dorms—although I don't remember there being a whole lot of those available—or we stayed at a place like a Motel 6 with four in a room. Sometimes we didn't get an overnight because we couldn't afford it, so we had to drive up and back, and that's a pretty long haul from down here to the Bay Area.

And if you did go over to the Bay Area, did you tend to play more than one game over there at different schools or even the same school?

Yes. We would definitely make a round of it when we could.

Since you were in tune with some of the different athletic organizations on campus, what would you say was the philosophy on campus at the time? Was it starting to be more competitive, or was it still focusing mainly on letting everybody participate who wanted to?

Again, you have to remember that I'm biased by the fact that I was such a gifted athlete that I always got to play. From my standpoint, we were certainly always trying to win, but there would be times when I know the coaches would share time with participants. It wasn't like it is now where, hey, if you're not good enough to be on the court, you're not going to be on the court. There was more a sense of, "Well, so-and-so shows up to every practice," and people were rewarded for their work ethic.

But, certainly, Nevada has always had a desire to win. Thinking about the different people that

we played against—Boise State, Sonoma State, and people like that—there was always a school spirit, much more with the men, of course. I remember sitting in classes during football season, which ran a big chunk of the year because of conditioning, but I remember the professors making reference to the football players that were in the class, but they never singled me out for anything.

In the oral history interview that you did back in 1972 or 1973, you commented that with the men's teams, a lot of the coaches were on contracts where if they didn't win they got fired, whereas, the women coaches weren't in the same situation. Many of them were faculty or grad students, so winning wasn't necessarily tied to their contract. Do you want to comment on how that has changed over the years, and whether you think it was for better or worse?

I think it was great, because, one, we had a certain consistency over the years in terms of the coaching staff. We knew who was going to be there. I also think that the women were actually very good educators by virtue of being faculty, since their day job was teaching physical education, and then their side job was their coaching assignment. I think that bode very well for those of us that got the benefit of that instruction.

I'm a big Stanford women's basketball fan, and watching them go to the national championship tomorrow night you see that coaches now are basically hired and fired based on their team's performance. I suppose that's as it should be in any competitive business. The game has changed to where it is a business for the university. Yes, they are trying to teach kids character and all that, but you look at somebody like Bobby Knight, who was just completely obnoxious and ruthless. I don't even know what other words to use to describe him.

But back to the faculty, I was a PE major, and I had excellent teachers. Sheila Shreve, when she was there; Lue Lilly was an excellent teacher; Iona Mower was an absolute rock star—she was such a great teacher. Dr. Laughter was fantastic. He was a great, great teacher, and I learned so much from him in biomechanics.

The other thing that I thought was interesting, when I was going through that curriculum, was that they had just started the medical school and they needed customers. They figured the fastest way to get students was to have everybody who went through anything related to physical go through the premed program, so whether you were in medicine, dentistry, physical therapy, physical education, or anything like that, you went to the premed program. That was another great experience I had. I learned so much about the human body and about anatomy and physiology because I went through that curriculum.

Nevada was progressive on a lot of fronts. The medical school, for one thing, and then the trial judges convention or conference that they held every year. There were several things that I remember kind of stood out in Nevada's innovation.

Now, this is a little off topic, but in your previous interview in the early 1970s you noted that a lot of the women that you were on teams with at Nevada were musical, and that people used to bring guitars along on the trips. Do you think overall, as a group, that it helped morale?

I think what we had was kind of what they now call the "Ya-Ya Sisterhood." Most of us were independents—we weren't Greeks—so it was kind of our sorority. It was the kind of thing that I imagine they were doing at the sororities, where they sat around and played guitars and recorders, and we really created a family with each other. I think that is what we benefitted from, given that most of us didn't belong to sororities.

Were there any scholarships for any of the women's sports by the time you graduated?

No. I don't even know when the first one was given, but it would have had to be 1974 or later, and I don't think Nevada was one of the early adopters.

Following up on funding, do you recall the whole issue about the ASUN (Associated Students of the

University of Nevada) recreational fees and how they were divided up for men's athletics?

Yes. That was a very big brouhaha. That was one of the areas, again, where the idea was to give men's athletics more than women's. They would argue that it was a revenue generator for the university, or at least football was, so yes, we pushed back pretty hard on that. I don't remember exactly what the actual negotiation was there. Again, it was one of those givens, "What are they complaining about?"

The women's budget was pretty ridiculous. Actually, that same kind of dynamic played out when I got into professional sports, because the entire Women's Professional Softball League could be run on the salary of one professional baseball player, so that was always the deal.

After I graduated from college, I actually moved down to the Bay Area to play what at the time was AAA softball, and I was working out very, very diligently. I had a little house up there on Plumb Lane in Reno my last year of school, and I was out in the snow hitting wiffle balls in preparation for coming down here to the Bay Area to try out for the team that at the time was called the Santa Clara Laurels.

I had a friend that I played recreational softball with who was a fantastic pitcher, and we were the two best softball players in the state of Nevada. I talked her into coming down here and trying out for the team, too, and we both made the team. I moved lock, stock, and barrel down here and ended up getting a teaching job my first year, which was very fortuitous, but that was the beginning of a long career in softball that changed my life.

If you were going to play softball, you had to have a day job. Virtually everyone was a full-time physical education teacher or other kind of teacher or just had a forty-hour-per-week job. There was no way you could make it by the time we went pro.

As far as professional sports options for women then, there was golf and tennis, and those had been around for a long time. I don't even think there was professional beach volleyball, although I think there was probably national level.

In terms of professional sports, I think softball was one of the first, and certainly of the team sports it was the first. What made sense about that was that it was truly the case that no matter where in the United States you could drive on a particular summer day—whether you were in Des Moines, Iowa, Orlando, Florida, or San Diego, California—you would look out, and there would be little girls playing softball. It was like the farm system was built in.

When the softball teams decided to go pro, when they started the women's professional league in 1976, there were about ten teams that were in the AAA system that all went pro together—teams throughout the United States and a couple Canadian teams.

Since the teams formed from their existing AAA teams, I was destined to go into the San Jose franchise, except that I had a falling out with the manager and I would have spent a lot of time on the bench. I thought, "I don't need this." For the number of hours every week and every year that I was playing and working out, I didn't want to be sitting on the bench.

I went up to northern Washington with a friend and just went on a vision quest, I guess. I got stuck working in the canneries up there in northern Washington, and then I was called down by the Southern California Gems.

A woman named Rosie Black was playing for them. She, along with a couple of sisters and her brother, I think, made up this foursome that was known as the Queen and her Maids, and they had been the central point of the team in southern California. For whatever reason, they were leaving, so they quickly needed to recruit some professional-level players. They recruited me to come down, so I went down there and finished out the summer with them. I think the next year I might have started with, or spent some time with, the Edmonton Snowbirds, too. I did a little bit with them.

I think there was just the one team in Canada, in Edmonton. The other ones were in upstate New York and spread out around the country. That was really one of the reasons why the league couldn't make a go of it—you had to fly everywhere to

compete. The largest line item on anybody's budget was travel. It was enormous.

But I did come back to San Jose, and I joined the team. That manager had retired, so I felt very excited about getting back. I went on to volunteer in the head office with the general manager and then proceeded to find out that he was doing some shaky deals. When I called him on it, he denied it, so I called a team meeting and basically told the team that I was going to quit the team.

They were horrified, because they knew I was a softball junkie of the highest order. There was no one that loved softball more than I did, and they knew something had to be awry for me to be leaving. I told them what happened, and they said, "Well, we're not going to stay, either," so we all went out on strike.

During the time that we were out on strike, I happened to meet somebody at a friend's house who was an investor. She heard the whole story, and at the end of the evening she said, "Well, I'd have to talk to my business partners, but I believe that we would be prepared to underwrite a new franchise here in the Bay Area, if you would be the general manager."

My famous line to her was, "Wait a second. I've run Kool-Aid stands at garage sales, and I can balance my checkbook, but that's about it."

She said, "Don't worry about that. We want someone with your integrity to protect our interests."

I said, "OK, well, let me talk to the team."

I called the team together and told them what the deal was, but I said I would only accept the opportunity on two bases. One was that I could try out for my position, and if I earned it I got to play it. I didn't want any of that funny business about being the boss and buying my way onto the field, but I loved softball, and I didn't want to do the business if I couldn't play.

The second thing was that each of them had to take on an area of accountability. There were people on the team that had backgrounds in merchandising—because everybody had a day job—so there were people that knew the media and other people that could do clinics and camps and instruction. Everybody signed on and took

on a different role, and we went on to be the most profitable team in the league.

I was still teaching school at that point. I was basically working twenty hour days when school was still in session, so it was a brutal period of time.

Actually, let me tell one other highlight of that. In 1979 the professional league was invited to participate in mainland China to play teams over there. The owner of our team put forth some of the investment money, and the other franchises put forth money, so I went with our owner on that trip and joined the world championship Connecticut Falcons as we went over there and toured China while it was in its, probably, most communist state. It was incredible. It was a life-changing experience.

Being in a communist country, the feeling was just visceral—going into parts of China where they had never seen Caucasians and so completely stopping traffic and construction. Any movement whatsoever in the town would just stop as we walked out on the street. Then we went to a stadium that probably housed I forget how many thousands and thousands and thousands of people who came to watch. And they made the lines on the field with this chalky liquid mix that they poured out of a sprinkling can. Their idea of refreshments was to give you hot tea, and it was the dead of summer when China is really hot and miserable. There were a lot of really interesting experiences about that.

The thing that was different over there was that they had a very big ethic around sports in general and competition, and I didn't get a sense that there was a big difference [between the men and women athletes]. At least, the women that we saw were women that were basically designated by the government to play, so that was their day job. They would work forty hours a week, and that's all they would do—grounders, flies, batting practice.

We were thinking, "Man, they are going to kick our butts," because we certainly didn't practice that much. The difference was that they did everything tactically, and everything was done with precision in execution, but they didn't know strategy, so we beat them based on our strategic

advantage in how we ran the bases and how we took advantage of the opportunity.

The league folded in 1980, and it broke my heart. For the first time in my adult life I was without softball as the center point of my life. I went to Stanford to see if they had a team, and they didn't, so I started the women's intercollegiate softball team there. That was right down the road from where I lived, and it was a fun experience. It got me back in the game, and it was a different thing to be in a big university like that.

But still, it was tin-cupping. It was like the olden days because it was a club sport and it didn't have intercollegiate status. I got it going to a point where then I handed it off to someone and gave up coaching softball, but I've remained a player ever since in the recreation leagues.

Now I'm in the senior softball world, and it's fun because I can still play and because I still have that relative athleticism. Even when I don't have a good day I'm better than most, at least in my age bracket.

In 1991 you founded the Institute for Women's Leadership. Could you give a brief description of the institute's goals and the program behind it?

We are a global resource for training, executive coaching, and consulting services building high-performance teams within organizations. Our basic premise is that a sustainable world is only possible through the full partnership of men and women. We are doing all that we can to increase the quantity and quality of women leaders, and then also working in large corporations and government agencies to forge a partnership between men and women to accomplish what looks impossible.

You've really brought a lot of your Title IX experience?

Yes. Everything I ever learned I've brought to the institute and enjoy a great reputation with what we've managed to accomplish.

I think there is no question that involvement in athletics prepares women for both leadership

roles and team work. It's quite extraordinary, actually, what you learn with sports and athletics. You learn about putting aside your individual agenda for the greater good, how to coordinate action, you learn about communication and how much is too much information, how much is too little. There are lots and lots of leadership lessons in moving people towards a collective goal and learning how to galvanize the resources of individuals to create something that's at the group level. Lots of applications, I think.

Can you think of anything that you really wanted to address that we haven't touched on?

The one thing I would like to add is about my daughter. She is twenty-one years old, and when she was little I brought her through all the different sports—the little girls' softball, peewee basketball, and all that—and basically gave her a chance to choose from whatever form of expression was going to be right for her.

She ended up picking equestrian, which isn't anything that I ever did, but it was great to watch as I could bring another generation of girls along—both the little girls that I taught that were part of her teams, but also the junior-high students that I taught when I was teaching. For the eleven years that I was in the public school system, six of them were in physical education, and that's when the classes were segregated, so I really got to work with girls a lot.

I remember calling together my very first junior high school team after school for the first meeting. It was a volleyball team, and most of them were pretty ball phobic. They squealed and screamed and covered their faces when the ball came at them, so I worked with them using balloons, for starters, because that took the fear factor away, and we graduated up to beach balls, which was a little less scary. Eventually, they became very adept, and when my starting lineup graduated from high school, every single one of them got a full-ride, four-year scholarship to the top universities: Stanford, Santa Barbara, San Diego. That felt like a real victory in the food chain of life.

That really says a lot about the evolution of women's athletics since the days before Title IX.

Yes, That's right. That was kind of the punctuation of it.

I think that as far as we've gone, we've still got room to go. I see what happens in women's sports. If you look at the WNBA, which is the closest thing we now have to a bona fide professional women's team sport that's viable, it's only viable because it was coupled with the NBA. And those athletes, the ones that I'll be watching tomorrow night in the national championship, aren't going to make anywhere near what the guys are making, so I think we just have a long ways to go. I'm going to keep carrying the torch for as long as I am taking up space on the planet, and I hope other people will, too.

KRISTEN AVANSINO

Kristen Avansino: I was born in Oakland, California, in the Oakland Hills, and I was the only child of two professional people. I was fortunate, because, having been born into and educated in a large metropolitan area, I was able to take advantage of so many opportunities, and my parents, being committed to my exposure, facilitated that.

I was interested in sports. I was interested in many types of artistic experiences—everything from ice-skating shows to museum exhibits to the theater and dance. I was also immersed for a while in horseback riding—English riding, specifically.

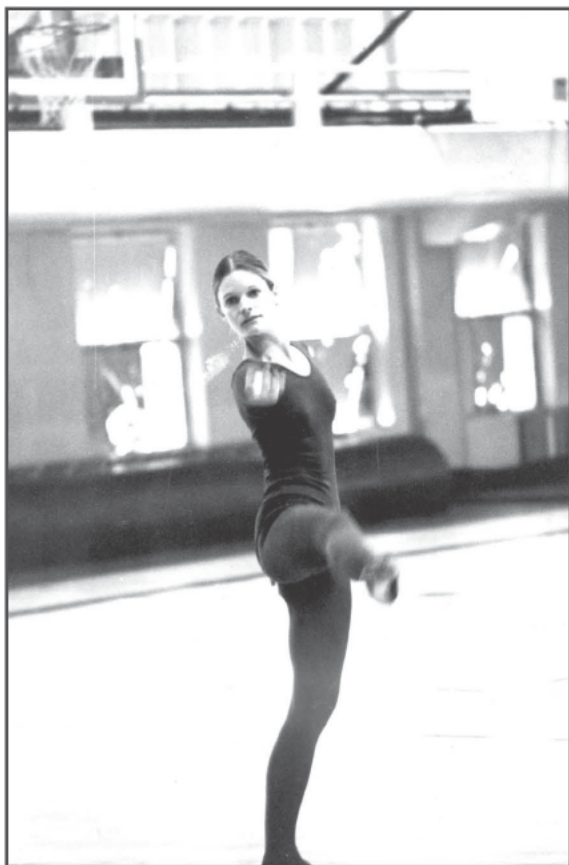
In that day and age, the Oakland Hills were very bucolic. We basically didn't lock our doors and saw ourselves as a neighborhood community. There was a business close by whose mission was to educate young people in equestrian etiquette, and my mother, being a professional educator throughout her entire life, understood the importance of early exposure. While in some domains she was slightly pushy, I'm forever grateful that she understood me pretty much as a whole person.

We were a sports family. I was brought up to understand sports, to know the vocabulary of sports, and to be an avid fan, especially in relation to baseball and later to golf.

I had started, at a very early age, to dance. I started in a typical manner as a ballet student, but I was fortunate enough to have a teacher who also, while venerable, stately, and formal, understood that one could be multidisciplined within dance. She exposed us to the Hula; she exposed us to cotillion later, as we now know ballroom dancing to be so fashionable, and in 2008 there is a true appreciation of the discipline and the artistry involved in ballroom dance. As a teenager it was socially challenging, as well as physically demanding, and I relished that; I truly did.

Oakland at the time was a fairly safe city, so I would on occasion find a way to catapult myself downtown to the YMCA, where I took classes in everything from tennis to swimming—just a broad swath of physical activities. Some I mastered—and I use that in a very general sense—much better than others. I had an aptitude for certain endeavors, and the others were slightly frustrating to me, because I've always been a person that has wanted to succeed. But nevertheless, I tried just about everything.

I started ballet, probably, as a seven year old, and all of the sports followed simultaneously. I was not a bifurcated person. I relished all of it and was not judgmental in what I wanted or could



Kristen Avansino

envision myself doing when I “grew up,” which was a blessing, I now know.

Physical education [PE] was a part of the Oakland Public School District's mandate. We wore uniforms; we were segregated. Women and men, boys and girls, did not play in a coeducational milieu. I saw the school experience early on as drudgery. PE was very rigid. There were tests, it was stratified, and it was very obvious who was good, and who wasn't. I recall junior high school, and to this day when I view that playground from Highway 80 I can remember the tension and the anxiety that I felt when we had posture class. We would literally parade around the playground, and we would be judged on our posture at that moment.

Looking back, I'm grateful. Having experienced it was mortifying, because in middle

school as a young woman maturing rapidly, although not as rapidly as today, there are many personal questions, personal doubts that you experience, and this posture evaluation certainly exacerbated some of mine.

On to high school, I gravitated to dance club. There were organized sports, but my route took me more towards the cheerleading, student-government, editor-of-the-yearbook avenue, as it were. And while we had dance concerts—and I do have photographs of our dance club—it was to me, at that time, of lesser import than being an academican, than being a student, than being prepared to apply to what I considered to be a premier college.

During the years encasing junior high and high school, I was very fortunate to be totally immersed in golf. My father sublimated any notions of missing a son that he didn't have. I never experienced nor felt that, but he gently, and sometimes more assertively, coached me in the game of golf. I became adept, comfortable being around men—mature men—for he never secluded me in a way that precluded me from being with his buddies. I knew the vocabulary. I had a graceful swing. I had the strength to defy my size, and I experienced success in a way that I hadn't yet experienced in dance.

I was experiencing this with my father as an extracurricular endeavor while trying to be an excellent student, et cetera. It led me to a level of performance that would probably categorize me as a bogey golfer. I had skill, but there was never a notion of what I would do with this. It's a classic case of a certain number of hours in a day, a proclivity to experiencing so many things. Knowing that I wanted to be a professional person set me up for a rigorous academic program.

By then, Skyline High School had been built, so those of us who lived in the Montclair area were immersed in a totally multicultural arena at Oakland High School downtown for one year, which was an extremely joyous time for me. I relished the eclectic array of families and ethnicities and offerings that we all experienced. If one was to create an experiment in living, that was it.

Population growth, because I am the first year of the baby-boomer generation, necessitated that new schools be built, and as they were, their situation mirrored the phenomenon in our country of fleeing the inner city. So, at Skyline High School we were probably 99 percent Caucasian, of a particular professional history, nurturing, and cultural background.

I then became more interested in pursuing academics, and to a lesser degree the dance club experience, than I did the golf experience, although my dad and I continued to play. We took vacations, and I continued to experience the success. My parents were enlightened people, and yet they were not overly assertive, so an option in higher education that would allow me to become a golfer, to pursue that endeavor, never arose. I don't blame anyone. The opportunities just were not there when I graduated from high school in 1963.

Mary Larson: Were you aware of any sort of support for girls' sports at your school, even though you weren't officially involved with the teams?

No. I was not. I gravitated to men's sports, to becoming an active spectator, and at one point tried out for the cheerleading squad. If memory serves me correctly, I believe for a short period of time I was a JV [Junior Varsity] cheerleader. That was one of those activities that was less fulfilling for me and in a way provided the vehicle to continue to become an avid spectator rather than a participant. I knew about women's sports, but for me and the track that I was pursuing, they were of less interest, because basically I had spread myself very thin academically.

As I began to select a college, I brought with me a very large potpourri of physical experience. At that time, after having conducted a thorough assessment of California colleges and universities, and, quite frankly, doing the requisite soul searching to know what I wanted and what I didn't want—and being slightly afraid to go back East—I gravitated to the notion of a small, residential, single-sex institution for, I believe, all the right reasons. I enjoyed men, but I wanted to focus on my college experience. I wanted to socialize, but on my terms.

At that time, single-sex education was one of the loftiest goals a woman could have, because to be admitted to one of the Seven Sisters was a huge endorsement of your success. I remember at Skyline we were all obviously parading our accolades and our successes in the application process—it's just a part of growing up—and I never, ever hesitated to say that I was going to a school without men. For me, Mills College was perfect.

I also applied to Scripps which was, and is, part of the consortium in Pomona, California—again, because I wanted that exclusivity. I wanted to focus on whatever path presented itself, and yet, in that context, men and coeducation were everywhere, with Scripps being single sex, Harvey Mudd being single sex, Pomona being coed, Claremont being single sex. That, in my mind, provided a perfect setting. But bottom line, I wanted to stay in the Bay Area.

I didn't live at home, and I waited until a room became available so that I could be a resident at Mills College. It was important to me. I found comfort in knowing that my roots were close by, but I had always seen the Bay Area as such an enlightening, eclectic, fascinating milieu, that it wasn't, in a sense, staying home and becoming complacent. It was just continuing in a growth process that I loved. I had a car, and I often traveled to San Francisco. I would drag some of the lesser aficionados with me to the San Francisco Ballet and other events.

We, at Mills, had sports teams. We actually had a football team, and we had other competitive sports—swimming, tennis, and I'm not certain about others. I, however, immediately gravitated towards a broad liberal-arts education and enrolled every semester in the dance coursework that was appropriate to my undergraduate class standing. For example, it was a Louis Horst curriculum, so if you were a freshman you necessarily took the introduction to dance and so on.

I found at the end of my sophomore year that I faced a giant dilemma. I had engaged in a very rigorous academic program, almost two tracked in a way. I was a sociology-anthropology major, which I adored. I loved the coursework, the

writing, and I had Professor Hadley, who was the college chaplain and was inspiring beyond belief.

But I also had this other passion, which was dance, and I had been placed, immediately upon arrival, in several graduate students' thesis concerts, which was extremely time consuming, but, I must say, a true compliment as a freshman. I still am friends with one of those original 1963 MA candidates who later became a professor at the school and the provost of Mills College.

So, I had a dilemma. I intended to declare dance as my major, and who did I turn to for guidance? My parents, because the Mills College education was costly, and I was not working. I visited the dilemma with my father, who immediately expressed his concern, "What in the world will you do with it?" and, "How will you make a living?"

At that time I was seeking affirmation of that detour, as it was, into the dance world to negate what I had planned to do and move in a different direction. He, at the time, was still playing golf. We were still sharing the love of baseball, which then had become, I believe, an Oakland Athletics experience. We tracked the San Francisco Seals, and then the San Francisco Giants came to town, and all of that notoriety was an exciting time for baseball in the Bay Area.

I must say that I was shocked by his response. I was never a problem child. I never had any acrimony in my relationship with my parents, and I had expected him to validate my notion, and he did not. So, I went to my mother—still an educator, still a very enlightened, active person—and posed the same question, and she said, "Is it something that you feel strongly about?"

I said, "Yes, I do."

She said, "Go for it."

And that's all I needed to hear. I changed my major, and I was not in arrears. I had all of the course requisites to move right into my junior year, and I worked hard at it. My studies didn't come easily, and I was demanding upon myself, and yet, at the same time, competitive, mostly with myself. Fear of failure was always something that I did not relish, and, of course, on the stage it's obvious if you have not spent

the time, conditioned yourself, performed in a way commensurate with the school's levels of excellence, or your choreographer's.

I was placed in a dance early on, probably my junior year, and I'll never forget this, and it has affected me still as a professor. My student-professor sponsor—I guess we would call her an advisor—felt that my elevation was inferior and that I would never rise to the level of a proficient dancer without it. So, she commiserated with one of the choreographers who was seeking dancers for her production and choreographed a non-stop jumping role for me.

This was, at the beginning, humiliating. I was quite strong but certainly not proficient, so I set out in a quiet manner to rise above my weaknesses. And looking back, it was a labor of love but certainly revealing on many levels, and in the future, as we talk about the University of Nevada, these types of experiences led me to become a much more empathetic and sympathetic educator.

In lecturing at the university now, I do reach back, because when I am asked—and I disdain the word "lecture"—to be at the university to communicate with students, my goal is always to marry real life experience with the metaphor of dance. I used an example this year, which still wells up emotion in me. I defined all of my roles in life—as many as I could determine—and plucked out educator and gave examples of my first notion of being an educator, an affirmation of that years later, and then a confirmation two years ago (2006).

The first experience was when I was a Head Start teacher. I was a kid, sixteen or seventeen years old, and it was a requirement for my major. I had never taught. I had never created a lesson plan, but it was part of this very rigorous academic training which, again, would bode well for me when I came to Nevada.

I had one young girl whose posture was so abysmal—her chest was so sunken, and her countenance was so meek and needy, and she would cling to me. Being a modern dancer I was not teaching in a structured balletic milieu. We were basically in circles and in clumps, and it

was “structured improv.” I definitely had a goal, but we got there, as I used to say and still do on occasion, through the back door. But by the time this little girl had experienced movement in this safe environment, she was emancipated. She was liberated, and her chest was open. She was no longer clinging to me, and that cling hurt. It was visceral.

That, of course, was difficult for me, because I’ve never, ever been a person that wants to segregate my admiration when I’m with my students. I still to this day am very aware of my relationship with each dancer and, as much as possible, attempt to be inclusionary.

So, that made a huge impact on me, and then I progressed through the more rigorous coursework, and it consummated with a senior project. That senior project included a full concert—mine had several parts—and, of course, a written dissertation. It was not nearly as demanding as that that I created for my master’s degree, but nevertheless it was a rite of passage.

Once graduation appeared, and I knew that I had fulfilled this rigorous challenge at Mills—still single sex, still highly regarded, as it is today, but then in a very different milieu because the women’s colleges did, in a sense, stand alone—I had to immediately think about employment. It was frightening, because the job market was not immense, and I wanted to defy my father. I wanted to be a dance educator and earn a salary. My student advisor was so helpful. She made her knowledge and her perceptions of me so important in the discussion of where I should apply and what type of program I should become associated with and opened doors in a way that a big university could never do, ever.

Those advisors cared. And they should, because I was an excellent role model. I was in student government; I was an active artist. Even though we were immersed in the 1960s—and the 1960s is painted as a very deconstructionist, aggressive, conflicted time, especially in the Bay Area—I, quite frankly, was extremely afraid of that behavior.

We, on occasion, would use the Cal Berkeley stacks. It was a relationship that Mills had gleaned

over the years, and there was great synergy between the academic milieu at Mills and Cal Berkeley. I was petrified, as Berkeley was a war zone, so to protect myself from some of this divisive and negative, in my mind, behavior, I gravitated to San Leandro and interviewed for a physical education position there.

I then became aware of an opening for a dance teacher at Polytechnic High School in San Francisco. In retrospect I understand what was happening, but at the time I did not. Poly was in the absolute epicenter of the Haight-Ashbury revolution, and the campus presence was abysmal. It, as I visualize it now, was more a prison than an incubator for student education.

I interviewed—interestingly enough I still pass this building all the time—at the San Francisco Unified School District headquarters on Van Ness Avenue. I always wore the same suit to every interview. I remember the one in San Leandro was basically a circle, where I was placed in the middle, and all of the teachers and administrators fired questions. I was barely twenty-one, but dance had given me a sense of equipoise, and I think that I so loved the physicality of it, and I knew at that time I was an educator. I’ll digress in a moment and indicate why. I also knew—very important—at every single interview that I would be immersed in a physical education department. I knew that, and I relished that. I had no problem with that. Many dancers would refute this notion, but I did not.

Where was the dance program located at Mills?

Very interesting question, and going through that experience, too, affected me. The dance program had a very illustrious history. At the time I was there, there were three or four generations of Martha Graham dancers on faculty, fully engaged in the program. We were definitely a coveted, historical, academic presence on the Mills College campus, as was art, as was music. (Darius Milhaud had taught at Mills.) There was a groundswell of interest in electronic music to the point that in my master’s concert I turned to one of those geeky guys and said, “Help me realize my statement.”

So, it was a real hotbed of interesting, provocative, artistic expression.

We literally lived in a portable [a mobile classroom unit]. We danced every hour of the day and night. If you were in a concert you had no control over the choreographer's demands, and because there were so few teaching stations, we dealt. This was, in coming to Nevada, a vital reality that I had dealt with in a positive way. Yes, it was intimidating. Yes, it was less than conducive to artistic creation, but we just dealt with it.

Were you mainly rehearsing in a portable, or did you have gym space?

We had a portable. In one studio we took technique class, which is how you learn how to dance, and in the afternoon and night that teaching station became either a composition class or a rehearsal space. We had an area that was almost like a communal space which housed everything from dance production class to lectures, because as I had mentioned, the Louis Horst curriculum was strictly followed. There was very little seating; we often were taking notes on the floor.

In a sense, I think, what that created was a bonding, even though there were idiosyncratic women dancers—we weren't all best friends, don't get me wrong—there was a notion that we were all in a journey together. And I will honestly say that there was no stereotypic body type involved in this program.

We had talked to one of the gymnasts who had been at UNR in the late 1960s and early 1970s, and one of the things she discussed was the change in body type for gymnasts after a certain point. Is that something that you noticed in dance?

Well, I'll speak to it as I experienced it at Mills. There were amongst us in the dance program some gifted movers that in a classic ballet setting would be lauded and applauded, but we were modern dancers, and we were immersed in the 1960s, and we were, from the day we entered Mills College, encouraged to listen to our own voice—

not in a destructive way, but in a constructive way, to create. That, I think, is extremely important, as I arrived in Nevada to create the dance program.

One of my peers, Eleanor Herod, had a very different body type than I, and she danced in my production, and I danced in hers—both equally interesting statements, very different. Her path led her to dance therapy, and Mills was the kind of environment that encouraged and stimulated various representations within disciplines, and I am forever grateful for that. We were not destined to be professional dancers, and I realized that, after having the experience with the young girl in the Head Start program in 1964 as my first role as an educator.

I became a lifelong educator while I was on full scholarship representing Mills, which I took very seriously, at Connecticut College for the American Festival, now housed at Duke University. I remember the moment, the epiphany, when I walked across the quad and I relished and was amazed at the level of artistic input that we had. In the morning I danced with Martha Graham, José Limón, and Paul Taylor. I took choreography from Bessie Schoenberg. (I still regret to this day I didn't take a picture.) Pauline Kohner presented pantomime as an art form.

The bombardment of so much great, iconic talent in one place could never be replicated, ever, like that. What I disdained, however, was the preoccupation with the mirror. Dancers checking out their bodies, checking out their leotards, checking out their extremities—it was a fixation with some of them. I had not experienced that at Mills.

While these people were also involved in modern dance, they came from different environments. They came from striated, perhaps more performance-oriented institutions—not a bad thing, just different—and I had not experienced that at Mills. Of course, I knew who was a better technician—you couldn't help but know that—but there was room for all of us at Mills. I walked across that quad, and at that moment I knew I was destined to be an educator. I had come to the experience with a notion that perhaps I would become a performer, but I had

already started to think about a graduate degree to become a professor.

So, that's a retrospective anecdote, but it did so permeate everything then that I did, and as I did interview for the post-baccalaureate positions, I was extremely comfortable with the physical education milieu, and I believe that those educators picked up on that, because every place I interviewed I was awarded a healthy contract. I experienced no defeat. Was I gloating? No. Was I nervous? Yes. Was I determined? Yes. I selected the Polytechnic High School experience, quite frankly because it was less commute. There was a logistical reason.

I was catapulted into an ethnically segregated, underprivileged, educational repository. My entire life I had never experienced something like this, and that was being a daughter of an educator. My mother was by then teaching in Emeryville, which was a predominantly African-American area, which she relished, and she saw that as her mission. She was a devoted educator herself, and I had been exposed to the families and cherished those journeys that my mother and I would engage in, in areas that I didn't live.

I was married then, and my husband was very supportive of my choice, but he was very concerned for my well being, because I dressed out—I wore leotards and tights. I was extremely visible, and never, ever did I feel threatened or anxious, ever, and I told him that. I was there for the students, and they knew it.

I was hired to create a dance program. It was only in retrospect that I learned that Poly was the only school that did not have one, so, clearly, I was the ticket to compliance. I, of course, was not aware of that at the time. I only became aware of it as the inner-city schools met on occasion as dance clubs to share various experiences, and I will tell you that the undercurrent of violence was profound.

At that time we experienced the assassination of Bobby Kennedy and Martin Luther King, and when these occurrences happened, the students rioted. I never joined a union—my union was my students—so on occasion I had to walk through a picket line, my friends taunting me, to become

the caregiver for the students who remained, and all the time I was working, very importantly, with the physical education teachers in a seamless construct. Never once did I feel separate (as a dancer), better, or alone.

Did you have ties with the Art Department or the Music Department?

We were very isolated. The school was several stories high and was primarily a big box. It was landlocked. We did, in the sports arena—literally and figuratively—go across the street to Kezar. With the dance program, I was perfectly comfortable with a teaching station that was more than abysmal. I was allocated the cafeteria, and I taught every period of the day with the exception of fifth period, which followed second lunch, which I mainly used to confidentially mentor students. I gave up my free period. So, after fifth period, typically, we would dance on garbage. Again, I just dealt.

I had had the experience of restricted space at Mills. I had the experience of restricted space, and substandard teaching space, at Poly. This set me up once again for my experience at the University of Nevada. I stayed there (at Polytechnic High) and taught for a year and a half. It was exhausting. It was demanding. It was culturally exhausting, because I loved my students, but I knew that the pressures on the outside were greater than the nurturing and the embellishments to life that I could give in the classroom, and I felt the tug to go on to school. So, I did, and once again, because of the physicality presenting itself, I needed to accomplish this feat without leaving my husband. That was not an option for me.

We were living in San Francisco, and he was in law school. I knew of UCLA, certainly. I knew of University of Utah. I knew of NYU (New York University), but I was respected at Mills. It wasn't "going home." That was not it at all, because as a master's degree student it was a totally different realm, but I knew I could "fast-track," and that was very important to me. I wanted to get out and do my thing. So, I went to school full-time and also went to every summer session that I could

find, which was a value added for me, because I experienced San Francisco State University and Hayward State, which were very different institutions from Mills College.

Where were their dance programs housed? Were they with arts?

Interesting that you ask, because I was taking requirements within physical education, so I was immersed in things that were very difficult for me and stressful on occasion, like gymnastics. I couldn't do the moves; I couldn't do flips. Balance beam? Yes, I could ace that, but I couldn't do the hard moves that were required to be a well-rounded gymnast. I could take the class as a wannabe instructor, and that was OK. They were not aggressively pushing performance, which is different.

I went back to Mills, fast-tracked my master's degree, and completed the most rigorous dissertation requirement fulfillment that they offered. We had to do a full-length concert; we had to write a full length dissertation, completely footnoted; and I had to labonotate, which is the mechanism by which one documents the specificity of movement. There is a column for each body part, and that then becomes the language of the legacy. It is the score, essentially. It has been relegated to lesser import now that video and other means are available. However, if one truly wants to nuance movement, you gravitate to Labon Notation.

I completed that and felt good about it. My concert was athletic. It was eclectic, and it was, I think, a positive statement, although it was not stereotypic. It defied categorization, and I loved that. I was not a rebel. I was a constructionist. I was a creator, but I reveled in the fact that I used Ferlinghetti poetry.

That was really an interesting dynamic, and one of the main pieces within my thesis was a character study. Interestingly enough, this year, in 2008, I brought back that notion. This year, as I do every year, I give myself some problems to work on. The problem this year was that I wanted to inject my dance with characters, and so I went

back to that, thirty-eight years later. I completed my Master of Arts in Dance.

We moved to New York for a year while my husband completed a graduate tax degree at NYU. I did not teach dance back there, so I instead worked at the law school, but then immediately thought about the future.

We had determined that we would move to Las Vegas, because with this graduate degree that my husband had, he could practice a very specific type of law, and Las Vegas, of course, was a larger cosmopolitan area than Reno. We were there for a year, and I actually can say that my first "boss" in Nevada was Kenny Guinn.

Governor Guinn was the superintendent of schools. He was the most visionary administrator I had ever been exposed to, and he was hiring specialists to embolden children at the elementary level. It was a lofty notion. I was expensive. Hello! I had two degrees. (I actually had a third degree, which I haven't mentioned. I have a lifetime teaching credential issued by Cal Berkeley. When I was teaching at Poly I went to school on the weekends, and we were part of an experimental program to condone and confirm and applaud special talents, and I was the dancer.)

Kenny Guinn wanted a multifaceted artistic-physical experience in the elementary schools. It would be interesting to ask him now if this was mandated or if this was a personal quest—from where did this emanate?—because it was costly.

I taught at Mountain View Elementary School in Las Vegas, which was very close to Nellis Air Force Base. At that period of time it was what we considered the boonies. I have to paint the picture. It was a lower-middle-class, struggling-to-make-ends-meet type of school. What we had was nothing short of miraculous. We had a full-time dancer-educator; I had a full-time aide; we had a full-time music teacher, and we created some of the most amazing concerts with the kids.

We went, I believe, grades one through six. I cannot tell you the joy that we had working together. My aide was a rarified jock, and he was huge. He was an African American. I didn't know much about him, and I was by design his boss, but we were also, in a very strange sort of Mutt and

Jeff way, peers, because, once again, my teaching station was abysmal.

I would come home, and my husband would howl. I was totally white, because I taught outside all day long, and you think we have Washoe Zephyrs—the winds in Las Vegas were violent and blew white dust on everything and everyone. My husband titled me “the playground bouncer,” because I was literally on the playground all day long. I would create lesson plans for my aide, and he would efficiently and effectively disseminate the materials. He would work through the sports skills. I would too, but then we had this amazing arts program that was germane to everything the students were doing.

It was an unbelievable experience. The regret I have is that we lost so many students after Christmas, because many of these students lived in mobile homes, and their parents, or parent, would uproot them, and we would have as high as, I think, 60-percent attrition and then a flood of new faces. It was difficult, but a very courageous educational time for me, but something I knew I couldn't do forever.

I had originally wanted to teach at UNLV. I could categorize the dance program there as not even nascent. It was miniscule. So, I heard about a position opening at the University of Nevada in Reno. That was 1971. My husband was practicing law at an esteemed, large law firm and had jostled around with the idea of moving back to Reno. We both had become runners, and this is important. While I was teaching dance, I was also teaching sports, but I was also running, and the heat precluded us from doing much. I looked at him one day—I still can remember this, and now it draws a giggle—and I said, “Can you see us here at 55?”

He said, “No.”

I said, “I can't either.”

We had dear friends, people that now are doing some amazing things in Las Vegas—such a great community—but we were athletes, and I think the mountains beckoned. Here's the irony. For strong dancers, there were huge opportunities to dance on the Strip, and I'm not talking a negative here. Some of the finest dancers at that

period of time hailed from Las Vegas. They had great contracts, great benefits, and very interesting artistic opportunities. I, though, had already sorted that out. I was an educator, so that was never an allure.

When I heard about this position in Reno, it almost facilitated the decision, because I immediately pursued that application process. At that time I believe we had moved into a national search mode, where institutions by law had to conduct a semblance of a national search.

I felt primed to apply for this position. I was prepared. I had the degrees, and I was married to a fifth-generation Nevadan. I saw my role, as always, to inspire students. I remember the day, and I remember the interview. We had been, as a young couple, somewhat peripatetic. I remember Dr. Robert Laughter, who conducted the interview, and I believe Dick Trachok may have been involved, as well. He knew the Avansino family very well.

I remember being asked several times, “Are you, if hired, going to stay?” which, of course, now is a question that one cannot entertain.

But I was honest when I said, “Yes,” and I felt internally that we had come home. Much easier for my husband than I to live out, to experience, but, nevertheless, I felt comfortable in the northern part of the state. Primarily that was because this athleticism that had been spawned in Las Vegas—ironically, in a desert—was developing, was emerging, and it had always been given a vehicle, an avenue, but I felt it was now more than ever vital to my persona.

I was interviewed as a dance professor, a tenure-track position, and the role that I was to play was to initiate a curriculum. I came from a highly academic environment in Mills College, which led me to the notion that this was a university. It was an academic setting, and the program that I would create would be loosely based on the Louis Horst curriculum that I had experienced.

I have always found structure to be a comforting agent. Martha Graham says that the foundation allows you to soar. Without the structure, you are nothing. You're a flailing—

these are my words—entity. So, I was positively impressed. I was confident, yet humbled, but I was optimistic that I would be hired, and I was.

The physicality that was presented to me at the university was not unknown to me. We were basically headquartered in what we affectionately called the Old Gym, which was, and is, the Virginia Street Gym. My husband, having been a student at the university, knew it well. It had a certain soulful, venerable aura about it.

I still can visualize myself parking my car and walking to my office, which was situated, fortunately, in the hub. I was highly visible on the first floor. I relished that, and from day one I was aware that I was a part of a larger physical community.

I was hired, and I was directed to complete this mission and to do it as well as I could, but I did not see that goal as an exclusionary factor in my relationship with others. Immediately upon the first staff meeting, I was asked by Lee Newell, the gymnastics coach—at that time we had a

nationally rated gymnastics team—to entertain the notion of assisting with some of the finer points of deportment and aesthetics, within the gymnastics discipline.

Let me set the stage. We had teaching stations in shared space on the gym floor. I can only imagine the scheduling nightmare that took place. I loved it; I'd experienced it. Nor was I expectant to think that I had any certain privilege attached to being a very young, tenure-track professor at the university. Whenever possible I would make overtures, at least by gesture, to other teachers who typically were coaches. That symbiotic use of space created, I'm sure with many, a high level of disdain and anxiety. I didn't experience that, even when balls came through our composition class, or even when we had to "fight for space." I just considered it part of my reality.

Scheduling probably was a dual function of athletics and PE, Health and Education and Recreation. I don't know. I was clueless. I just knew when I was teaching and where I was to be. We did have a small dance studio downstairs which had some mirrors and a linoleum floor, I believe, and we taught such things as dance education down there. We also taught ballroom dance.

There were, at that time, two women on staff—Iona Mowrer and myself. We also had a couple of female TAs [teaching assistants] who, as part of their work study, taught courses as well, I believe.

For the structuring of the dance concert—dance production class it was called—we often had to move off campus. We held the concert one year in an Odd Fellows Hall, I believe, on First Street, and we were extremely inventive and resourceful. At one point in time there were so few teaching stations that I taught a class in a small square footage next to the post office, which necessitated getting dressed, hauling my music, coming back, and being prompt for my next assignment. It was not pretty. It was hard. I had a cart, and I would wheel my AV equipment back and forth.

These were the early days. The curriculum emerged, and I focused on that. The enrollment was small but extremely dedicated and committed.



Dance class in the Old Gym.

As Paul Taylor told me two weeks ago, dancing at that time, the 1960s and 1970s, was almost a religious mission. While that was an unspoken truism for some of these dancers, almost all of whom were women, it was evident in the diligence, in the fervor to express themselves and to be stronger.

I was also asked to teach, as I had indicated, dance education and some conditioning—I think at that time we called it, maybe, fitness. Perhaps, I'm ahead of myself. I'll talk about what happened in terms of teaching assignments and FTE as my tenure moved forward.

I came into the position almost as an independent agent. That was challenging, and I had to be extremely resourceful. But almost at the same time I arrived, Dr. Luella Lilly had assumed a different role, and Dr. Lilly was my quasi-mentor. She was an educator with significant academic prowess—very smart, very logical, had a physical presence. She was tall. I was rather tall but very lithe. The body types were different, but the conversations were profound, because when I had a question, I would see her.

Typically it would not be a question about dance, although at Texas, where she had come from, she was very aware of dance, because there was a formidable dance program with graduate degrees attached. But there were logistics questions, or there were administrative issues, and she was always extremely helpful.

I was not naïve, and I was not a Pollyanna, as someone labeled me in a certain context. I was not. I was focused on my students. The administrative clutter and the animosities were something that I, at a very young age, in a mature fashion, extricated myself from. That, to me, was not part of my “job description,” and I saw that as a distraction.

Commensurate with the Title IX realities, the notion that legislation was coming down the pike, probably for some, was very threatening. I was not oblivious, but in my role I didn't really envision, nor feel implicated in any way, by that. I had always reached out to coaches and was still an active athlete and saw myself as a whole, not a bifurcated (athlete/dancer) entity.

What other programs did you work with? You mentioned gymnastics, certainly.

I want to answer the question in the context of the change agent, and that was the building of the Lombardi Recreation Building in 1974. Preceding the construction, all of us met in a very serious but thoughtful manner to render input about the way in which this building would be created. To do that you have to back up and say, “What is our mission? What do we stand for? What are we going to offer?”

It was fascinating, because I am trying to recall if we actually met as an aggregate, meaning athletics and PE and the science portion, kinesiology, etc. (We had Dr. George Twardokens.) I believe we did, because I became more familiarized with athletics. I had continued to be a spectator. We were actively involved, especially in viewing basketball, and so I had not become a reclusive artist by any means. But working through those plans and being physically together and having to fight the little battles was healthy. We were excited! We were moving!

It became very apparent, as we moved forward, that we were not only changing buildings. I think all of us—I'll speak for myself—would revisit what we were doing, because now we had a physical representation that was state of the art. One of the most vibrant conversations we had revolved around the notion of being a nonsmoking building. Revolutionary. Who would we alienate? Well, you know what? We don't care, because we were going to be a nonsmoking facility, period.

We moved in and I don't quite remember how we were allotted our office space, but basically it was an L-shape around the pool area. Our section, where I was, actually overlooked the pool on the south side. I became very aware of my quarter mates, Jack Cook and John Legarza, and then down the hall were some other minor sports, maybe TAs, people that were less visible, less omnipresent. Jack Cook and John Legarza were coaches; however, they were both teaching PE classes as well, so heaven knows how they were allocated this space. I would not want to see that formula. But I was very comfortable with them.

Jack Cook and I envisioned—I think it originated with me, and he immediately embraced it—this notion of creating a dance class for the track team. No one that we knew of, Stanford included, had thought of doing this. This would have been 1974 or 1975. There was nowhere to teach it, so we ended up with my men dancing in front of the Church Fine Arts on North Virginia—and I have the photos to document it, and it's a luscious statement. To a person, every single individual was totally oblivious to the outside world, because my mission—and I was bold and totally emphatic and honest—was to strengthen the weak side, and they immediately embraced that. And there was a level of trust that was bonding from day one.

Do you think there's an awareness, too, of movement and space and context that comes with dance that might not be inherent to track as a sport?

I did review the letter that I wrote to Jack Cook's three daughters when he passed away. All I can say about Jack is that he was a man, a visionary, non-judgmental, a positive role model who was not afraid, who trusted someone who he admired and knew she admired him. We did this, as novel as it was, in a very pure sense, but it was unheard of. There were no other examples of this crossing over, except in me—I was an athlete as well as a dancer—and Jack, who was enlightened. That I saw as one of the high points in my tenure at the university.

I was told, in my annual review one year, that there was really no hope for tenure unless I went back to school. At the time I had two children, was a family person, and would not uproot myself. "And besides," I said—probably at the time to Keith Loper—"I'm an educator. Going to NYU and studying dance of the Renaissance period is not going to make me a better educator," because at that time the outreach that one conducted or the curriculum innovations or the productions and the requisite work that was demanded by those were not given credence towards a tenured position. It was all about the degrees.

I told Keith, "I don't care about tenure. That's not something that has meaning to me. I'm forever

changing. I never want to be stuck." And I think at the same time, because we were in Lombardi, a natural synergy developed, because we were close to the football field and close to the football workout field house. There was close proximity, and there began to be more, what I call, crossing over, more interdisciplinary activity.

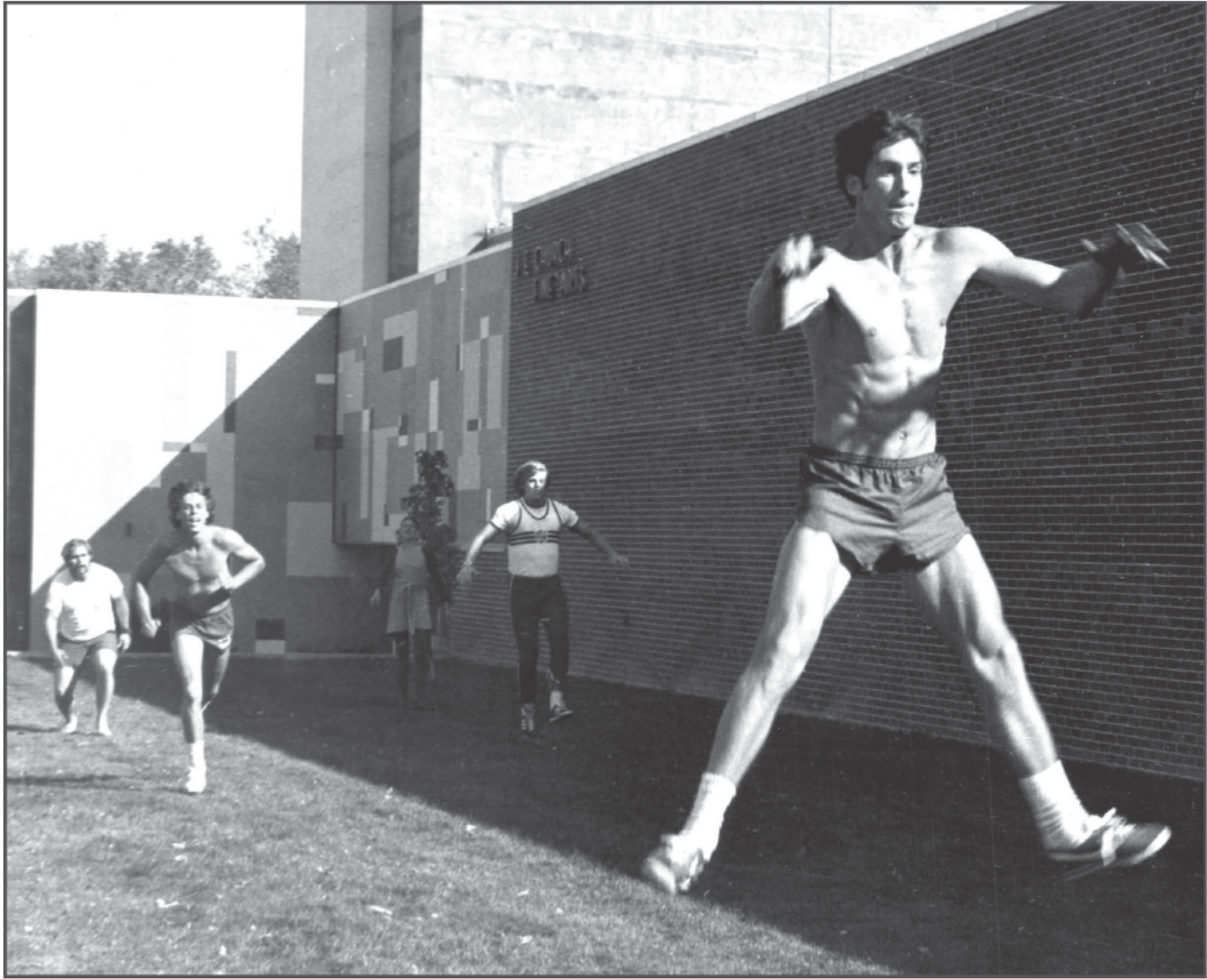
Then something really amazing happened. Several coaches, in almost a logical progression, were relieved of their duties. I don't know about the legality. I don't understand sunset clauses, and I didn't need to. All I knew is that many of their classes had to be covered.

I was, up to that point, teaching almost ten different classes, which, if truth be known, was probably illegal, but I could not say no. If there were students desiring conditioning, I would be there to teach them, and I did not do that begrudgingly. So here you had a dance professor teaching a weightlifting class, because I inherited it from someone else.

We had a tiny ribbon of space at Lombardi which was contiguous to the pool, and there were a few Nautilus machines—the first generation after the Universal. That, in my recollection, was the first time that I actually saw men and women immersed in weightlifting together. Did it feel good? Sure. Did it feel natural? Yes. Did we just do it? Yes. No one was making a statement, we just fulfilled the need.

Were a lot of the men and women in the class intercollegiate athletes?

No. That was still quite bifurcated. The sports teams pretty much had, as I recall, their own conditioning programs, and they were by necessity pretty much on a different track. But what we did start to see, as a precursor to what I can describe now, going back, was a blending of different interests relative to fitness—from nutrition to weightlifting to stretching. Many of the students wanted to learn how to relax—that was an important component of my conditioning classes. We kept diaries of what we ate. It was a different universe, very integrated.



The track team dancing in front of the Church Fine Arts building.

I saw that infusion of male/female, in retrospect now, as something that I felt extremely comfortable with and a natural progression, because we now had the physical space that would allow for some of these courses to be taught. The evidence of the melding of disciplines now is profound. It's such a joy and such a wonderment for me now as an adjunct professor to see the manner in which the multidisciplinary philosophy has invaded and become pervasive in dance.

Now, there are core curriculum offerings which students can select. There's a Dance Criticism and Aesthetics course that I visit on occasion, and what comes to the room is a panoply—it's beyond eclectic—a group of, for the

most part, interested upper-classmen. (And I use that as a generic. It's totally coeducational.) It does satisfy a cultural requirement, but when I think about educating the whole person and the notion that our university provides those opportunities to cross-pollinate ideas and to turn people on to new ways of thinking, it is nothing short of amazing to me.

Now, talking about that cross-pollination, dance would have been in a rather unique position at the time, because it was in the Department of Recreation and Physical Education, but it also had a foot, so to speak, in the arts. How do you think that affected people's perceptions of the program?

Well, there's a dichotomy of spirit here with dancers. Some dancers believe that performance is the goal. You're striving to become a perfect dancer, or the semblance of a perfect dancer. Performance—that's one track. Then there is the educator, the person who sees his or her role as, to a certain degree, a technician, but more importantly an educator.

I'm not the person to stereotype, because I have always been a multifaceted educator. I have never desired, from that very early age, to be immersed in a merely performance-oriented milieu. So perhaps dance being in a more archaic construct, in the eyes of some, held it back, because it was not primarily performance-oriented.

The creation of the School of the Arts was something that I dreamt about and pursued in real terms when I was a professor. Intuitively, I knew that the artists needed to know each other. I did believe, to answer your question, that it would elevate the level of expression, not at the expense of something else, but just that it was the right construct. It, to me, seemed logical—again, not at the expense of conditioning or kinesiology or anything else. So, for that to come to fruition in the early 2000s was, as I have said to some people, a dream come true for me personally.

What has happened now is that all of these barriers, male and female, dancer or jock, intellectual or physical, have just dissipated, and to me that is so fulfilling. But that's not at the expense of excellence. We're not talking about deconstruction here; we're talking about facilitation.

For example, when I asked a young man who is the supervisor of the fitness center, Johnny B. (Berriochoa), to be in my dance a few years ago, he instinctively trusted me, but I verbalized what he needed to hear. I said, "I would never embarrass you with my choreography," and it was one of the first times since my return, since 1999, that you saw a bona fide male athlete role model dancing—in my view, of course.

That whole gap of time between when I left in 1981 and came back is an immense period of time. In 2004 I had a portion of a dance where I needed, in my mind's eye, to have dancers floating

through the air, and Mike Fernbach said, "We can't facilitate that." So, I turned to Barbara Land, who is the resident expeditor—she knows everyone—for suggestions, and four dancers came to mind, one of whom was Johnny B., and three others that were, I think, actively engaged in football—two in football and maybe one in track.

It was amazing. They understood what we were doing and were honored to be a part of it. Rather than "hiding," they wanted to wear black tights. It was a total commitment. And one of them has gone on now, because of this experience and because of his work at the university with the dance program, to lead, to become an actor in Los Angeles. So that, in a very narrowly defined example, reveals from where we've come to where we are.

During your first time around there teaching, what would you say was the philosophy regarding women and dance and athleticism? Was it frowned upon to have very athletic female dancers, or is that something that, in dance, at least, was already very accepted at the time?

I don't think we dwelled on that. I will say, though that dance technique per se was the vehicle to athletic prowess. By that I mean to say that if you were an excellent jazz dancer, and you were executing those movements, then there was a sense of beauty and accomplishment but an unspoken sense of athleticism. Nowadays we revel in it, and we applaud it, and we're demonstrative, and we're vocal. At least, I am as a modern dancer. And yet, I don't think in those days that the notion was neglected; I think it was just nascent. It was emerging.

It's interesting, because I have two daughters. One was actually a women's studies minor at Georgetown, so she had all of the intellectual reservoir of information about what women had done and suffered and rose above, et cetera. She would say, and still does occasionally, to me, "I can't believe what all of you did in those early years. Wow!"

We just did. I'll speak for myself only. I was not angry. I was not angered. I was devoted, and I

was disciplined and did what was needed to create. It's only in retrospect that I can view realities that were inequitable or less than desirable. I saw myself as a positivist—not that I had that discussion with myself, but that was my role.

My daughter said to me, “Wow! Your generation laid the groundwork. You were the facilitators.”

I looked at her and said, “We did it. We just did it.” And that's healthy.

You had talked about developing the curriculum, and I'm guessing that's when the degree became available, a major in physical education with an emphasis in dance. Was that option open to both male and female students?

I don't know. I would presume that it was. I would also presume that it would be a rare male individual who would choose that in this milieu, because, quite frankly, we lived in a small, fairly provincial area. The school, I had failed to mention, was half the size then that it is now. I think we had 7,000 students. So, if there were male dancers—and I do recall some of them—they were into a more performance track.

I'll be very honest. They were good role models, because there was great dancing going on in this town. As you know, the “new” casinos emerged in, I think it was, 1979, and we had six casinos that opened in the span of a year.

I was concerned, by the time I had decided to move on in my life, that there was too large an infusion of pop culture, that we were offering too many extended-day courses that were taught by people that were brilliant technicians, were gainfully employed, so they had real world experience, but they hadn't the educational background. They didn't necessarily have to study kinesiology. I was a purist. I will admit it. I was hired to create an academic dance program. Now I think the relationship between an academic program and a physical program across the board is very healthy. I think there's respect on both sides, and you find dancers moving back and forth between the two, and that certainly is healthy.

This leads into the idea of the stereotyping of women that came about with women who were athletic. A number of women that we've interviewed for this project have talked about people, either parents or professors, pushing them towards dance as a more acceptable form of athleticism for women. Did you run into that, at all, either in your own life or with your students?

No. I didn't promulgate that. Well, I have a dancer's body, but I was blessed with the discipline of an athlete and the active practice of athletics and a respect for athletics. So I'm sure culturally, in the greater construct, it was evidenced, but I remember many different body types dancing with me and inviting that assortment.

I remember one young woman—I'll have her remain anonymous—and she was brilliant and expressing to me what you're intimating, very concerned about having to move, was probably seeking a degree and had to have a certain coursework requirement, but we talked about it. I think in gymnastics, probably to this day, and I know in some ballet companies, there's a preoccupation with “the look.” That's unfortunate.

When I look at female athletes nowadays, and I see the muscle tone, it makes me elated, because I know as a dancer it's taken me about eight years to gain upper body strength. When one looks at the pictures of me during my tenure, I had no arms. Now, that was classic dance physiognomy. I think that has all been eradicated, I truly do. There are companies in New York that, quite frankly, symbolize this reverence for multifaceted strength and agility and stature. So I think we're being bombarded, from many different sources now, in a positive way.

Do you think that dance back in the early 1970s may have been seen as a more acceptable way to be physical than sports were for people from a conservative background?

No, I think it just attracted different folks. What's exciting to see—and I can't speak for the men, but I've experienced it with men, because I have men that want to dance with me for all

the right reasons, and I welcome them—is that women are tantalized and allowed to express many sides of themselves. “It’s a dangerous thing,” I told my dancers when I met with them the first time in creating this piece called “Together” which I loved. I loved the piece; I did. “It’s dangerous to stereotype,” I told them.

I don’t hide from my dancers. I’m very honest with them, and we talked about the fact that in this dance they are caricatures, and they are symbols. However, I don’t, by creating this piece, want to intimate that there is a stereotypic character in my lexicon of knowledge. I’m not making a statement about what it is to be a football player. I am stating that a very important part of our culture is to be athletic. They got it—immediately—and were comfortable; therefore, they could take that step to exaggerate, because it was not an expressed trite statement, but it stood for something bigger.

I think in a way that what we’re talking about is represented in that notion—that we can move, while always being true to ourselves. We can move in various domains, which did not occur as readily in the 1970s. It did not. I think it was more a time when men and women were in slightly inflexible straight jackets, and with the beginnings of the coeducation, the conditioning, or the dance class for the male track team, we saw that embryo begin to develop in a positive way.

And that segues into Title IX and what was being legislated at that time. That would have been enacted while you were at Nevada. When it came to Title IX issues, how do you think the implications were accepted on campus, at least during the time that you were there?

I think that there were those individuals who were mired in the status quo that were afraid, that were scared, and probably for various reasons. One was financial, and then another could be personal.

I was thinking about that, because I knew the question would be asked, and I must say I’ve never considered, maybe to a fault, myself a rebel. I strive to be an innovator. If that creates a sense of breaking down a barrier in a positive way, all

right. If I want to choreograph a dance where a man lifts a man, I’m going to do it.

So, number one, I was not privy to the financial considerations. I had a very small budget for my dance productions, and most of it I funded myself, just for the good of the order, as they say. There was negative undercurrent, the fault lines were moving, but, quite frankly, it didn’t affect me in my quest to do what I was doing, because I was already creating a level of equality—as a person, as a professor, as a choreographer—and so why would I become mired in that undercurrent? But it existed.

But it had no practical impact on the dance program that you were aware of?

No, I don’t think so.

Do you want to talk a little bit about when you decided to leave the program, or what the reasons were behind wanting to try something new?

I’ve already indicated one. There was a concern, and I had it, that we were diluting, in a sense, the purity of the program. I was and am a family person, and by that time I had two children, and I grappled with the notion that, perhaps, something had to give. Being a dance professor the way I did it was physically demanding. I was in good condition, but it was physically demanding, because I dressed out, and I participated in every single class.

I really was tormented, because I had reached an apogee. I had the degrees, and I had the experience. I loved the department, and I was very concerned about walking away from something as privileged as that. I made a decision, and, ironically, that decision allowed me, I can honestly say, to do some of the best teaching I’d ever done, because after I moved on, certain situations arose where I could use my skills to facilitate some wonderful learning.

The first instance was at the Montessori School that had suffered from an alleged child-abuse situation, so I gave a year of my time to heal the students through dance. I went on and

did some teaching when the Nevada Museum of Art was situated on Court Street in the Hawkins Mansion, and that then snowballed into work with the not-for-profit world. Having known the Wiegands (E. L. and Anne) for a long time and having attended with my husband the very first conference to basically learn how to set up a foundation, I was involved from day one, then that morphed into board involvements, national and otherwise, and now I'm doing this [President and Executive Director of the E.L. Wiegand Foundation].

But what a joy for me to see the emergence of this all-inclusive means of self-expression and physical atonement. I work out every day. I cross train, and I do a lot of other things, but I walk into a club or a workout facility on a totally level playing field. And isn't that the most precious reward of some federal legislation? I'm not a litigious person, so I wouldn't be one to file a suit if something happened to me in the 1970s. Things were said, and situations occurred and et cetera, which now would be deemed inappropriate, but no.

So, to see this now and then to experience it as I choreograph is everything to me, because in a small way I am still influencing these young minds to know that it's OK to do this and this and this, because you are not stuck. You're not stuck. Whatever you will yourself to do, you can do. That, to me, is the most exciting part of being an educator.

CHARLENE BYBEE

Charlene Bybee: I was born in Anchorage, Alaska, on April 10, 1954. My dad was in the military for just a couple years out of college, based up in Anchorage, and we moved by the time I was a year old. I am the oldest of six children—six of us in eight years—a good Catholic family. My early years growing up we lived in Washington, D.C., where my dad was playing professional football, and lived in San Francisco when he worked for Cummins Diesel Engine in the off season. Then we settled in northern California in Santa Rosa for a few years, but moved to Sparks, Nevada, when I was four, so I grew up primarily in Sparks. In high school, we moved to the Bay Area, and I went through high school in Walnut Creek, California, in the East Bay. I came back here to the University of Nevada, and I graduated in four years.

My dad is Ralph Thomas, and he was one of fourteen children, raised on a farm in Wisconsin. He actually came out to the University of San Francisco (USF) to play football and was part of what *Sports Illustrated* has called possibly the greatest collegiate football team of all time, the class of 1952.

His last season was 1951, and they were undefeated and untied but were not invited to a bowl game because they had two black players on their team. In 1951 those bowl games were

in the South, and they talked to the USF people and said, “Well, there’s a good chance you will get a bowl bid, but you’ll have to leave your two black players home.” That wasn’t an option for that group of men.

My dad is still very close to that core group he played with. Several of them did go on to play professional football, and some are in the Hall of Fame in Canton, Ohio. My dad is in the Hall of Fame at USF.

He played three seasons of pro ball, but they didn’t make much money back then, and by then he had two children. In fact, my sister Pam was almost born during a Redskins game; my mom had to leave because she went into labor. So they had the two of us, and then my dad stopped playing and decided he had to support a family. I had four brothers after that, Mark, David, Stephen, and Kevin. We were a very close, very athletic family, with my dad being an athlete and my mom being a skier and ice skater.

My mom, Kathleen, a nice Irish Catholic girl, was from Staten Island, New York, and she left home at the age of seventeen when she graduated from high school. A friend of hers from high school had moved out to California, and my mom wanted to get out of New York, so she jumped on a Greyhound bus and went across country. (She



Charlene Bybee

would never let us do that!) She got out there, and the girlfriend picked her up with the motorcycle gang that she was a part of. My mom came out of this nice, little, all-girls, Catholic high school, and, needless to say, she was a little freaked out. She had to make it on her own, so she found a room to rent and got a job.

She had always wanted to ski. She was working an office job and decided to go ski-bum, even though she had never skied in her life. She went to Steamboat Springs, Colorado, and ski-bummed for a couple years and then became a stewardess for Continental Airlines. She met my dad in El Paso, Texas, where he was stationed and where she was based.

I remember when she told us about that trip to California. Especially as I got older, I was thinking, "Whoa!" A little girl from a Catholic school that just decided she wanted to be on the West Coast that badly. She is pretty tough; there

are very strong women in my family. Her mother was widowed very young, and she raised two kids alone, so my mom and my grandmother are some strong female role models. I think, really, my mom would have liked to have been born a generation later. I saw that as I grew up, too, in a lot of her values and how she is.

Mary Larson: What kind of activities were you involved in when you were growing up in Sparks?

When I was really young, my sister and I took baton lessons first, and then we took ballet, which led me to gymnastics, which wasn't that well known in 1965 and 1966. I happened to hear about a gymnastics exhibition, went and saw it, and then couldn't find the coach, because the coach moved around a lot. Then we actually went to the old ice house on East Fourth Street near the Hacienda, the old brick building. There was a roller skating rink right next to the ice house, and that's where we finally found the gymnastics team.

When I think about sports for girls, there was no soccer at that time, or even softball or basketball. I might be wrong about softball, but I don't remember having friends that played softball. Certainly, no girls that I knew played basketball, except in school we did. We were at a Catholic elementary school, so we had CYO (Catholic Youth Organization) sports. We ran track, and we played softball in school, but I don't remember there being leagues and certainly not traveling teams like they have today, that girls do year round. Dance and baton were the things that a lot of little girls did. I did baton and ballet when I was eight or nine, and when I was eleven and my sister was nine, we started gymnastics.

Were you doing anything else at the time, too, or that was enough to keep you busy?

That was pretty much it. With six kids there was a certain limit, and even that was difficult, trying to get kids to practices and having so many kids that were doing activities. My sister and I did it together for transportation and for

cost, too, because when you did baton and ballet you were paying for lessons. Gymnastics—same thing; none of it was free.

Once we started gymnastics that's all I did, really, all the way through high school and into college. There wasn't time to do other sports or activities other than school and church. Gymnastics was year round and took up a lot of time—not as much as today—and as you got better you had more hours and more practice time, more competitions. Actually, the first meet that I ever competed in was at the Old Gym here at UNR when I was eleven years old, and I remember that distinctly.

Were there a number of clubs in town that did gymnastics, or were you competing against folks from other areas?

The team I was with was a private club, and Rod Hill was our coach. I'm trying to even think what our team was called, if it was just Rod Hill's Gymnastics Club. I don't think we were Reno Gymnastics or Sparks Gymnastics. I believe we were the first club here, and then the YMCA in Reno formed another club. Al Lansden and Joe Rooney were the coaches at the Reno YMCA, and Al wound up starting Flips Gymnastics.

I'm not sure what year gymnastics was started here at the university. We moved to California when I was fourteen, but when I was in high school I know there was a team here at the university. Lee Newell's program might have been going on at that time.

When I was with Rod Hill's club, we competed against lots of California and Las Vegas teams. In fact, we travelled a lot to northern California, predominantly, sometimes to southern California. The California teams had some top gymnasts. In fact, Cathy Rigby, who was in the Olympics, was on one of the teams from southern California, and we competed against her.

We moved to Walnut Creek in November of my freshman year in high school—real bad timing. It took a while, but my dad was transferred to San Francisco with Cummins

Diesel, and we had a home being built in Walnut Creek. It was a big tract home that was behind in construction and wasn't ready. We had a family with six kids, and my grandmother lived with us at the time, and we couldn't move down until the house was ready. Our house here actually didn't sell for about another year, but the delay was more getting into the new house.

Rod Hill had left—his gym closed—and I went over to the Reno YMCA. I competed for Joe and Al for a while and then had already made contacts in Walnut Creek with Diablo Gym Club which was another private club, very well known in Walnut Creek. My sister and I jumped right into that competitive club as soon as we got down there.

I competed on my high school gymnastics team and with the club team—a lot of kids did. The club kids usually would compete, and then we had other kids on the high school level that just did gymnastics in PE (Physical Education) class and were part of the team, so it was a different level of competition at that time.

Did most schools in California have gymnastics teams at that time?

There were quite a few, yes. We would compete, and we would go to a northern region meet to qualify for a state high school gymnastics championship meet. The club gymnasts were pretty predominant. Sacramento had a lot of good teams, Fresno, the San Jose area, the Peninsula—quite a few teams all over northern California, and at state we competed against the southern California teams. We knew some of the girls, and if we were club, we would know some of the girls from the clubs also, that were competing for their high schools.

Were there men's gymnastics teams at that point within the high schools or just with the clubs?

Yes, there were. The clubs that I competed in did not have men's—they were strictly women's programs—but there were men's programs, and in high school, yes, we had a boy's gymnastics team.

I had one coach all the way through high school, Judy Smith, and I think she was the only coach they had at Ygnacio Valley High School. She was great—a funny, crazy lady. She was also a certified United States Gymnastics Federation judge and actually judged quite extensively when I was in high school and even more after I was out. She judged national championships, so she was a very well-respected judge in the sport. She knew a lot about it and was great to work with.

What other girls' sports did they have when you were in high school?

My high school was big. We had 3,700 kids, which was double the school's capacity, because there was a new high school being built that my brothers all went to. That made my high school twice the size that it should have been. Hence, we were dominant in all men's and women's sports, because we had so many kids to draw from.

Other than gymnastics we had very strong tennis, men's and women's, and great swim teams. Walnut Creek had a lot of club teams, again, so club kids were also competing in high schools. There was swimming, diving, track, cross-country, and softball. We did field hockey in PE, but I'm not sure if there was a team. Soccer really wasn't there yet. I'm pretty sure we had volleyball, too, and basketball for sure, men's and women's. There was football for the guys and wrestling, but I don't think girls were wrestling back then.

Looking back at the kind of support that the girls' teams had versus the boys' teams in high school, was it pretty equivalent, or was it hard to tell?

Because our high school was so big, and there were so many different sports, the opportunity was there for the girls to compete, and I didn't really see much of a difference in funding or equipment or opportunities from the gymnastics perspective. There was peer pressure for female athletes that weren't doing feminine sports like gymnastics or tennis—the girls that were doing softball, for sure, and basketball. (I can't

remember if there was golf.) There was still that stigma attached that those girls were masculine, like guys.

It was a negative stigma that was hard for girls that wanted to compete. Gymnastics never had that. People always respected the fact that, "Oh, you do gymnastics," but it was before Olga Corbett and Nadia Comaneci. We used to get excited if there was something on *Wide World of Sports* that showed gymnastics. I always watched *Wide World of Sports*, because I loved athletics, and I loved to see any women's sports, let alone gymnastics, and look how that turned around so completely. There is so much of it now, but it wasn't in the spotlight back then.

The opportunities for us in high school, I felt, were pretty good. It didn't feel like we were discriminated against, at all, and I was fortunate, because I know a lot of women that didn't go to high schools that offered as many athletic opportunities, or women that were just a little bit older than me that never had an opportunity to compete, that maybe just had PE or GAA, Girls' Athletic Association. I came at a time when the opportunity was there. Scholarships weren't there yet, but I at least got to compete, so I felt fortunate as far as that goes.

On the high school level there was administrative support, but maybe not peer support quite so much for the girls that weren't competing in the more "feminine" sports?

Right, especially in high school, when you're so concerned with peer pressure and what people think of you, and, of course, the stereotypical girls who wanted to be popular. You had to be a cheerleader or a songleader or homecoming queen. Girls who might have been really good athletes might have shied away from doing sports because of that.

It's changed a little bit; it's not like it was. I don't see that with my sons and girls their age. There is far more support from peers and from guys, too, that respect girls and their athletic ability. Back then we did it, and I don't know that anyone thought we were special for doing

it, where now I think there is a respect that wasn't there before.

Every week in high school the local paper, the *Contra Costa Times*, would name a "Super Sport of the Week." The sports editor, Charlie Zeno, would always name a football player or baseball player or basketball player, but it was all guys. I never thought anything about that, and in my senior year my coach, Judy Smith, said to me, "I'm going to nominate you for Super Sport of the Week."

My immediate, naive response to her was, "Well, they don't give that to girls."

She looked at me, and she said, "Well it's about time they do."

I looked at her, and I said, "Oh, well, OK."

It just didn't occur to me. I didn't feel like I was discriminated against. I was seventeen years old, just working out at high school and coaching at my private gym and doing school, and I was busy. So, we sat down and wrote down all my accomplishments with the high school team, predominantly, and some with the club.

I got a call from Judy Smith, and she said, "Guess what? You won! You're Super Sport of the Week next week."

They took my picture and put it in the paper. It was so weird, because, all of a sudden, I had some guys at high school going, "Wait a minute, that's a *girl*."

All the athletes of the week for the whole year went to a dinner banquet, and I was the only girl there, with my mom and dad, and it was really breaking down a barrier. Thank God for my coach, because I might not have tried to break down those barriers till later, when I was older and a little more sure of myself and really thinking about it. But when you're in high school and just doing your sport, doing what you're supposed to do, you're not thinking along those lines at all.

It was huge, and it broke down a barrier as far as opening that door for women. Charlie kept track of me through the years and would talk to Judy to find out what I was doing. It was a big deal for him, because he broke that barrier along with her, my coach. He didn't say, "No we can't do that; we only give it to guys."

The next year she nominated another gymnast, who won it, and the following year it started opening up to other sports and other athletes. People went, "Oh, yes, we've got all these female athletes. What about the girls?" It was a really big deal in 1972, and, coincidentally, that's when Title IX was passed.

Now, after high school, how did you end up at UNR? Were they recruiting at the time?

They weren't really recruiting, because there weren't scholarships available. Title IX had just passed that summer, and there were no scholarships available yet in reality. On paper it looked good, but the reality was that there still were no scholarships. I was going to stay in the Bay Area and go to St. Mary's College and probably live at home, because it was close.

The gymnastics coach here at the University of Nevada, Dale Flansaas, called my coach, Jim Gault, with Diablo Gym Club, and asked what my plans were for college. He told her, and she said, "Would she consider coming up here to the University of Nevada and competing on the team?" Another gymnast, Barbara Mason, was in my club and was two years older than me, and she had come up and competed here at Nevada.

My coach said, "Let me give you her number. You can call and talk to her."

I talked to her, and she said, "I'd really like you to come up and compete on the team here. I've seen you compete, and I think you'd be a great addition to our program. Unfortunately, we have no scholarship money to give you, but we'd love to have you on the team." So, my mom and dad talked to her and then talked about how we could make that happen.

Because we had lived here so long and had a few good contacts here at the university, I applied for and was awarded an out-of-state waiver, which is the only way, being the oldest of six children, that my parents ever could have sent me away. With out-of-state tuition, it wouldn't have happened. It seems like it was something that was meant to be, that she called to see if I could come up and that we were able to get the out-of-state

waiver. I came to compete on the team for Dale and was here for four years.

What were your first impressions of Reno and the campus? Well, you'd been around here before in Sparks.

Growing up in Sparks, we would come up in the winter and ice skate on Manzanita Lake, occasionally. Coming back up and checking out the campus, I thought it would be like coming

home, because I'd lived here before, and I had a lot of friends from Sparks and then other people I knew in the area that would be here at the university. My parents felt comfortable with that, too. We knew a lot of people here if I needed to call someone. If I was in any trouble, we had friends, and it wasn't too far from home—only three and a half hours away.

I lived in Nye Hall, and it was great; it was exciting to be able to go away to college. Then competing on the gymnastics team, you had



The 1974 UNR women's gymnastic team. Front row, left to right: Marilyn Cobbs, Shirley Atkinson, Janet Biaggi, Beth Morgan, Flicia Record; Second row: Beth Huftley, Colleen Hall, Diane Douglas, and Ellen Menkes; Last row: Arlene Hirshman, Barbara Clark, Marie Smith, Holly Bastian, Charlene Thomas Bybee.

an automatic group of friends. The people in the dorm were your social network, and the gymnastics team became like another family. We became very close, because we spent so much time together, but we also had to practice off campus.

They had equipment at the university, but it was really old. It was not the technology that we were used to in a competitive gym, and it wasn't what we would be competing on. You could do a PE class with it, but barely; it was bad. [laughter]

Because my coach had a private club here, she had a facility where the university team could practice, as well as the private club. We would practice earlier afternoons, because a lot of us had our class schedule where our classes were in the morning, and then her club kids would be there in the evening. The first gym location wasn't too far—just off Valley Road and Sixth Street, back in a warehouse. We really didn't want to walk down there, and I didn't have a car the first year, so I bummed around with other people trying to get rides, and I could walk if I had to.

We were always off campus, so we weren't around other athletes unless we met them in the dorms. I really was not friends with any other female athletes, because we had so much time together as a gymnastics team that they didn't know us, either. We weren't up here in that beautiful weight facility. When I go up there for physical therapy for my knee now I see all the female athletes, the football players, the soccer girls. I'll see track or cross-country, male and female alike, all up there using this great facility, and they all connect with each other more than we ever did.

I was very impressed with the gymnastics team at UNR, and I knew that they had done very well at AIAW (Association of Intercollegiate Athletics for Women) nationals for a couple of years. Barbara Mason, the girl that was two years older than myself, had competed up here, and I knew she had done really well. Dale had also recruited a couple gymnasts from Fresno and from the Bay Area, so she had a really strong team. They went to nationals every year, and it was a very well-respected program, especially considering they were doing these kinds of things with girls

coming here to compete with no scholarship monies.

Dale was recruiting club gymnasts, just asking them to compete for her. She was a nationally recognized coach. She had coached the Pan-Am Games and had competed in them herself, I think, and she was one of the national coaches for the United States Gymnastics Federation. She also did a lot of choreography on routines, and she was a judge. In the national picture of gymnastics she was one of the top coaches in the country. She and her husband actually coached our team, and I was excited to compete for her because of her reputation. That was the draw, to get to compete with such a phenomenal coach.

What other women's sports did UNR have when you first got here?

I know there was swimming and diving, track and field, skiing, and I'm not sure about volleyball. I know there was basketball, because I know someone older than myself who competed in half-court basketball. [laughter]

What kind of support was available? You mentioned already that when you first got here there weren't scholarships for the gymnastics team. Do you know if there were any scholarships at all for any of the other sports?

To my knowledge the actual scholarships resulting from Title IX did not become a reality until my senior year, which would have been the fall of 1975, and I believe we had two scholarships for the gymnastics team. I had had a couple of knee injuries, so I competed in about half of the events my last year. My coach talked to me about scholarships, and she said we had a couple younger gymnasts, and I was already on in-state tuition. She wanted to give scholarships to everybody, but she had the difficult task of choosing who was going to get one—someone who needed it to be here—and I understood.

I think they were out-of-state and financially in a different position, and with my knee injury we weren't sure I was going to compete at all, so I

understood that. I can't remember if she split the scholarships. You know, like baseball today has twelve or something for that whole team. Sports are limited, how many per sport, and then the coaches decide how they divide that. They could divide a scholarship multiple ways. They work a lot of the things without the money that they need for any program, men's or women's.

Do you know if they managed to work with some of the folks who were in charge of academic scholarships to try to get scholarships for athletics?

In my case, with my out-of-state waiver, they did look at grades and ACTs and what kind of student I was. The fact that I'd lived my whole life here and then was just gone for high school was another factor, but my grades absolutely were. I would imagine maybe they tried to see what they could do for academic scholarships.

What would travel support have been like? Since there wasn't men's gymnastics here, did you have any sense of parity with travel support for men?

We had basic necessities covered when we would travel. I don't remember having to come up with money out of pocket, but we didn't really fly many places. My freshman year we flew back to Iowa for the national championships, stayed in a hotel, and, of course, we had four girls to a room. Luckily, the other years the nationals were in Sacramento and then Hayward.

I recently ran into another gymnast, and she said, "Do you remember when we were supposed to drive over to the Bay Area for a meet?" I had forgotten about it, but it really stuck with her. We had had a van reserved for the team to drive to this meet, but something had happened to another van that one of the men's teams was scheduled to use, and they took our van. I remember sitting by the Old Gym for four hours, waiting until they found a van or fixed a van for us to get where we were going. We weren't real thrilled about that. [laughter]

I met my husband when I was here at Nevada, and he played football, so I knew a lot of football

players and what the team's conditions were, and I knew baseball players, too. The football players were put out at Stead Air Force Base when he first came here in 1971. They had an old, white school bus that carted them in and out of town; they had them totally off campus. Actually, his second year here, which was my first year, they were housed in those old army barracks off campus.

Do you know what the reasoning was behind that, or was it just a way to give them free room and board?

Probably housing, and I think in previous years they'd had some problems with the group of them on campus. I'm not sure if it was an isolation technique to just get them out there. I think there were some problems in town, and I'm sure that housing became available, and it was cheap. They had a bus to cart them back and forth, because a lot of them didn't have a car.

The football program wasn't what it is today, as far as revenue and facilities. I sat in Mackay Stadium when there were little bleachers on the visitor's side and little bleachers on the home side with about seventy-five people watching a football game, so it was a whole different animal back then.

I always felt that the big difference was the scholarships. As a freshman I was a student rep on the Women's Intercollegiate Athletic Council, an advisory board for women's athletics with Dr. Luella Lilly and some administrators. I remember being amazed, because they talked about women's collegiate athletics nationwide, and there were some women that oversaw this whole organization that were fighting against athletic scholarships for women. They were purists, supposedly, and they didn't want women's sports becoming professionalized like the men's had become.

I sat there thinking, "How can that be? If you're a guy, you can come here and have your education paid for, but if you're a woman, not?" I was shocked that women were actually promoting this thought. It wasn't just the men locking women out of scholarships, but there were actually women who felt it was a better thing that they didn't become professionalized.

I'm sure for some administrators the nightmare of dealing with everything that comes with scholarships and funding was a lot of work. But what about the opportunities for your athletes, especially kids who couldn't afford to go to college, or girls that were competing in a sport and gave it up because there was no incentive to do it in college? They switched their focus to academics, because there wasn't a reason to continue doing sports when they got into college.

Were you hearing these views at the local meetings of the board?

Dr. Lilly brought it to our local group as one of the philosophies of some of the people at the national level—some of the thoughts that were being thrown out on the table with this organization.

Did you ever end up going to regional or other meetings as part of that?

No. I was always a representative on the local level with whatever changes in regulations for women's athletics came down from this national council, but I was appalled that women would feel like that. By that time I was nineteen and a freshman in college, so I was starting to really think about a philosophy like that. Then in the next year or two, as I started thinking about my own barrier that I had broken with Super Sport of the Week and all the guys I knew whose education was paid for, I became a stronger and stronger advocate for women's sports, for opportunities for women. I have continued that throughout my life, without being a radical feminist screaming in someone's face, but looking for solutions and how you make it better and how you empower women and how you educate men to respect and offer opportunities for women.

You mentioned earlier that you had to be somewhat creative in how you funded your own education, since these scholarships weren't available to women.

Part of this was my mom, who had this great idea, and actually it was a good thought. My mom had worked a little bit with the Miss America organization in the Bay Area—and with Miss America preliminaries, talent was 50 percent at the time—so I decided that my freshman year I would enter the pageants, because there were scholarships available. It was a great opportunity for learning interview techniques, for gaining some poise and speaking ability and all the things that I would use in job interviews—becoming comfortable making appearances and speaking with the public. All of those things I could gain from the program, but, ultimately, the bottom line was the money for scholarships.

I won Miss Reno that spring of 1973, my freshman year, and was first runner up in the Miss Nevada Pageant, so I had scholarships for that first year. I decided to run again the next year, because usually it takes a couple years to possibly win a state title and get to go to the Miss America pageant where there was even more scholarship money available. You learn as you go through, too, so the next year I was Miss University of Nevada and second runner up in the Miss Nevada pageant. I didn't want third runner up, so I didn't come back. [laughter] I always said I was first runner up, and then I was second runner up, and I didn't want to keep going down, so I didn't come back a third year.

The two years of scholarships that I won helped pay for two years of school, though, and the experience and skills I gained from the program helped me throughout my career and, really, with life in general. I gained experience there, but also the money that I wasn't getting for my sport.

My talent was always a big hit, because very few people did gymnastics. I was a lousy tumbler, but I was a great dancer, so I did a floor routine and finished on the uneven bars, which was always an adventure. We had to carry uneven bars with sandbags to put on the back of them, because you couldn't hook them into the floor. When I flew off them I didn't want the bars flipping up and moving, because they're weighted down usually, so my poor brothers and dad had to haul those sandbags.

The worst was the Sky Room of the Mapes Hotel. I ran that second year for Miss Washoe County and lost; I was first runner up. My dad and brothers took those uneven bars up the back stairs, the freight stairs—because they couldn't get them in any elevator—all the way to the Sky Room in the Mapes. [laughter] And then I didn't win! I was like, "I'm so sorry!"

When you were competing with the gymnastics team, did you have trainers or study assistants or tutors like they have these days?

No. Again, we were off campus in a private gym. We did practice a little bit up here, but not often. The coaches knew how to ice, and they did all their own taping. There was never a trainer; there weren't psychologists. Gymnastics later had team psychologists, because it's such a mental sport—like golf and pole vaulting. There is that mental aspect of the sport where you can psych yourself into or out of something.

The whole sport of gymnastics is so different now from what it was when I competed, from my very first days with no mat for floor exercises; it was hardwood floor. Then, when we traveled to Berkeley, the Berkeley YMCA would host meets, and they had a cement linoleum floor. I remember having near concussions with some of the moves that I would do, like a backward roll extension. I remember coming out with knots on my head, because we were on this hard floor.

So we went from having no mats to then getting strips of mats for our tumbling to when we finally got an actual floor exercise mat, with the Styrofoam underneath it. Today's floors are spring loaded. The technology of the equipment has taken gymnastics to a whole different place today from what it was back in the 1960s and 1970s; it's phenomenal.

Olga Corbett and Nadia Comenici changed the sport dramatically—Olga first with the uneven bars. We used to wrap around the bars and do a whole different type of move. She was tiny, and they moved those bars so far apart that she worked it like a men's high bar. She did giant swings and could fit between the two bars, and it totally

changed the sport for everyone after that. I don't know if she was even five foot tall; I think she was four feet, eleven inches.

Before that gymnasts were tall and slender, and they were dancers. It was a very graceful, beautiful sport with the athleticism. After Olga, all of a sudden, it became lots of tricks, not so much beauty and grace, although it moved back to that, but all of the tricks that they did, they were able to do them, in part, because of the change of equipment. This floor that today is spring loaded allows a gymnast to do a triple back flip, where, obviously, on a hardwood floor it wasn't going to happen. The bars were the biggest dramatic change in equipment, and so it moved gymnastics. The body type changed.

People look at me today and say, "You were a gymnast?" I was five feet, six and a half inches, and I was an average height for a gymnast. There were gymnasts taller than me, and there were some little, teeny, tiny gymnasts—Cathy Rigby was small—but at my height you couldn't work the bars today. After Olga, all of a sudden the gymnasts became these little, teeny, tiny, petite things, because physically they had to be, in order to do the moves that the equipment called for. The actual body type of a gymnast is dramatically different than it was when I competed.

Mexico City was 1968, and that was Vera Caslavskaya, who was Czechoslovakian, I believe. The Russian gymnasts were tall and thin, and that changed dramatically. The 1976 and 1980 Olympics were when major changes started happening. I think I was still here at the university for all of that. I think it was 1976, because it was about the end of college.

Because it was such an international thing, it probably had very little, if anything, to do with Title IX, as far as the change in body types. There wouldn't have been any real impact.

No. I think that when Olga came on the scene it revolutionized gymnastics. Her moves and how her coach had decided that they were just going to try things that had never been done—all of a

sudden it was so successful that everyone wanted to imitate that.

Then the equipment manufacturers started changing equipment through the years. Even in the springboard that they use to vault and the horse itself—there is a huge coil under it now, so it's like hitting a trampoline. I loved vaulting; it was my best event. I thought, "God, if I had had that springboard, *imagine* what I would have done." When you look at the old films of gymnastics back then, it looks so antiquated, but people forget that the equipment revolutionized the sport and changed it dramatically.

The balance beam is just about the only thing that's the same.

It's changed a little bit, too—what it's made of and the width on the side, and the springboard to mount it. But you're right; the beam has changed the least of all the equipment.

Getting back to the gymnastics team at UNR, what were the squads like when you were at the university? How many people were there?

It was a fun group, and we had a great time competing together. We would spend so much time together, and we'd go through injuries and tears—literally, blood, sweat, and tears from ripped hands and injuries—competing and traveling together. There were always ten to twelve girls on the team. I think midway through college it changed, because we had a little bit bigger team, and there were levels.

They started to differentiate. It was like an A and B squad, because you had gymnasts like myself that came out of a private club program that were at a much different level. We didn't go elite, level ten, nine, eight, seven. It wasn't the same numbering system that gymnastics has today. You had an advanced level gymnast coming from the private clubs, and then you had kids who had just done high school gymnastics, who were doing it in college, that weren't at that level. They hadn't had the training or the years of experience, and they were at a different level. It was like a JV (Junior

Varsity) and varsity squad by my senior year. We had more gymnasts competing by then, because we had an opportunity to compete and do well depending on what our skill was.

The level of gymnastics on the collegiate level was just starting to rise by then. There were some club gymnasts like myself, but because the scholarships weren't there, some of them were just burnt out and ready to move on. Once Title IX happened and was implemented at Nevada, it wasn't until spring 1975, which was three years after Title IX passed, that money was actually in our hands in the gymnastics program. I'm sure other people here at the university could tell you if the other women's programs had money before then or if we all got it at that time.

Certainly, by the time I had graduated and was a couple years out of the university, more and more club gymnasts were staying in gymnastics, because they knew they had the possibility of a college scholarship or, at least, partially paying for their education. The ones who were ready to hang it up at sixteen or seventeen stayed with their club competitively, because they would have an opportunity in college. As that happened, the level of collegiate gymnastics increased dramatically.

All of a sudden, there was a reason for your top gymnasts to not drop out of the sport and to continue to compete. That just kept getting more competitive every year, so the scholarships became, probably, harder to get, because you had better gymnasts.

You had your top club gymnasts who might have been training to compete on a national team for the USGF, nationally and internationally, that now all of a sudden were college age, and they were like, "I want to compete in college, too." They could, and they did. I'm sure sometimes it knocked other girls out that were OK gymnasts, where before they were always pretty much guaranteed that if they wanted to compete they could. The bar just kept getting raised, which was good.

The level of collegiate men's gymnastics always for some reason seemed to be stronger. When I was in college I remember the level of the men's programs. Cal (University of California, Berkeley)

had a great men's program, and Southern Illinois University had great men's team as well.

We didn't have men's gymnastics at Nevada when I was here, but Cal did at the time, because I remember going down to meets. I think Stanford might have had men's, too.

For women who had originally been training for national teams, would they still be competing on the national teams if they were in college, or were those pulling from some of the national teams, as well?

They could. It probably depended on what level they were at, and if they were Olympic bound, and if the club coach worked with the university coach. Our coach here, Dale, was a club coach, so actually we competed for her club also; we didn't just compete for the university. We were working out and training; we had our routines.

The university season you said was mainly January to March?

I know it was in the spring, because collegiate nationals were always right around Easter break. The club seasons ran a little later, and the two overlapped a little bit, but you worked out year round. You didn't do gymnastics seasonally. In the fall you would be working out, but I don't believe we competed in the fall, except maybe practice meets and things. It was predominantly January through June that we were competing.

The team was a close group of women who came from the Reno area and from California, and a lot of them are very successful women now. It was a tight group that was very supportive of each other, like family.

Candace Celigoy, Patty Murphy, and Nancy Kutke all were a year older than me, so they were here competing a year before me. Patty and Nancy came from Chicago to compete with Dale, and we were all doing gymnastics together. Then our last two years, all three switched over to rhythmic gymnastics, which was brand new at the time—not in Europe, but here it was new—with the ribbons and the balls and the hoops. They

did very well on the national level with rhythmic gymnastics.

I think the rhythmic gymnastics were with club, but it was so new. I want to say I remember being at meets, and we'd be doing regular gymnastics on the mat space, and then they would have rhythmic gymnastics going on. Sara Beth Brown, who is an attorney here in town, was on the team, as was Donna Antroccoli, who is a successful local businesswoman. It was a really good group.

What were your travel schedules like when you would compete at away meets?

We weren't competing midweek. Almost all gymnastics competitions would be all day Saturday, but sometimes, if it was a two-day meet, it might be Friday/Saturday or Saturday/Sunday. We were traveling to Sacramento and the Bay Area a lot, so we would jump in a van on Friday and drive down, spend the night, spend all day in the gym competing, and drive back either that night or the next day.

They were usually multi-school meets—not very many dual meets. We would have meets here, too, so we would have one to four other teams that all competed, but it was generally one day. For school it wasn't bad, because we didn't have to travel like in some sports, for men and women both, where they'd miss so much school. If they were competing on Tuesdays and Thursdays or midweek, or were out on a long road trip, like for softball and baseball, it was hard to keep on top of their studies. Generally, we did not miss much school, and if we did, it was maybe a Friday we would miss if we weren't competing in town.

With women's gymnastics, were you in a particular conference at the time, or were you independent?

I don't remember being in a conference; I think it was just all the schools that had gymnastics. I don't even remember what conference Nevada would have been in at that time. I'm thinking of who my husband played football against at that time—it was Big Sky—and

we weren't competing against Boise and Idaho and the Big Sky.

You mentioned that Dale Flansaas was your coach, and that her husband was a coach, as well. Was he the assistant coach?

She was the official head coach of the team, and then she and Mike were co-owners and co-head-coaches of their gymnastics club here. Mike technically would have been an assistant from the university perspective, but they owned and operated the gym over there, and we worked under both of them.

Were there any other staff members with gymnastics, or was it just the two of them?

Basically, the two of them, and then a lot of us would coach. We'd get paid if we taught for the club; we wouldn't work often, because it was hard with our schedules, but we would do some coaching. I coached the younger kids in high school, too, and got paid to coach lessons. I left high school and spent six hours a night in a gym. I would be doing three hours coaching and have a three-hour work out. A lot of the university girls did that. Today, most gymnasts work out six to eight hours a day.

I'd like to talk about Lue Lilly, because she was the women's athletics director when you were there. Even if you didn't have a whole lot of contact with her necessarily with gymnastics, you were the student representative with the Women's Intercollegiate Athletics Council. What was she like?

I probably would not have really gotten to know her if I hadn't served on that council. She was kind of an institution here in women's athletics. Everybody knew who Dr. Lilly was. In those meetings I got to know her a little bit. She was a very strong woman, very passionate about women's athletics, seemed to care a lot about what happened, and it was a very transitional time. We could see things were changing, and who would

know the amount of change we would see, so it was a challenge for her.

It was just at the very beginning of post Title IX, before NCAA, so we were working with that national women's intercollegiate sports body [AIAW]. It sounded like there were a lot of different views of what should happen with women's athletics. I found her to be supportive, and from what I remember she was very serious, very focused on sports. We got along well, although I didn't spend a lot of time with her, but being on that council was an eye opener for me, especially as an eighteen-year-old college freshman, never having done something like that before.

Sitting on that council was probably the beginning of realizing that I might eventually move towards a more activist-type role as far as something I was passionate about. Being a female athlete was my life. I spent twelve years doing gymnastics, and that's all I did. That passion for sports coming at a time when there were so many changes happening was an exciting time, a kind of scary time, and it was a little frustrating for me to see how slow things were moving.

When I sat on that council I expected to go in and say, "OK, Title IX passed. Where are our scholarships? Where's the money?" [laughter] And it didn't happen, so I was a little frustrated, I think, with that whole process. Why did it take three years following that legislation? I couldn't answer that. I sat there competing for this university and not having my education paid for, and I'm sure I voiced that at the meetings. I shared that with Dr. Lilly, but it was a positive experience.

Maybe as a student you don't necessarily remember this, but within the framework of the administration, how did she approach being an advocate for women's sports?

I don't know if I could answer that, other than just the time spent in those meetings, looking at policy things that were happening, informational things that she needed to bring to our council, and our input that she would take back to the national council.

What was your major when you were in college?

Spanish with an English minor, and I was in the College of Arts and Science, not in Education, because I didn't think I wanted to teach at the time. When I was getting out of college in 1976, the Education Department was huge, and everyone was going into teaching. I didn't know if there would be a job in teaching, because it was kind of a flooded market. Of course everything shifted a few years later, where people were going into business degrees and education was not so popular.

I didn't think I wanted to teach Spanish, and I majored in it simply because I had taken it all through high school, took the test when I got here, and started on a little bit higher level. It was just something I did fairly well in, but I didn't know what I was going to do with it. To get your degree in Arts and Science you had to have a language. I don't know if they've dropped that or not, but the language requirement was here forever. I just did pretty well in Spanish, so I decided to keep it as a major and then wound up going to work for the airlines, and I used it when I first started flying.

When I got hired by American Airlines I was designated as a Spanish speaker, so I flew Mexico City and Acapulco, because then American wasn't flying internationally. If you were a French speaker you would fly Montreal. We'd have passengers in and out of El Paso, Texas, and California, and in other parts of the country we'd have some Spanish-speaking passengers, and my Spanish helped. On the flights in and out of Mexico I did all the announcements, interpreted for people who needed it, and talked to the catering guys when they came on, so it was a good use of the language. I'm out of practice now; I still speak, but not well. [laughter]

Just to finish up your college years, there was a group called Physical Education Majors and Minors or PEMMS. Was that still around when you were here?

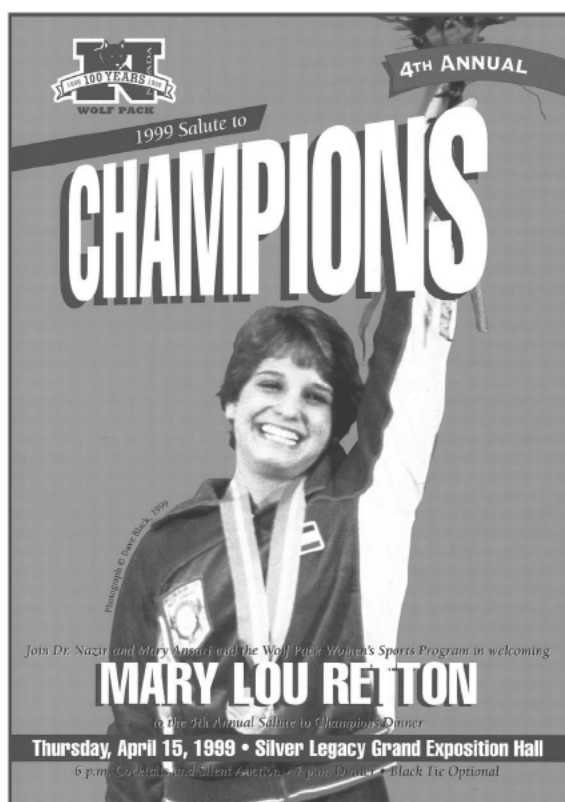
Not that I remember.

Were there any other organizations that you were involved with while you were in college?

Pretty much didn't have the time between gymnastics, working part-time, and going to school full-time. And I had to graduate in four years under the threat of my mom and dad who had five more kids to educate—it wasn't a five or six-year program. My sister and I graduated in four years, and my brothers all took five, so we never let them forget that. [laughter]

Anything else you'd like to reflect on, as far as women's athletics when you were an undergrad?

As far as here at the university, it was a great, positive experience. As a team, we did well, and we went to nationals every year. I think the highest I ever placed, one year in vault, was ninth. We had



The invitation to the 1999 Salute to Champions event.

pretty good success. We didn't win any national titles, but we qualified every year, and we did a respectable job.

By my senior year I had had my knee injury, and so I was not competing in all events. In fact, in Sacramento at nationals my high school gymnastics coach, Judy, was one of the judges for vault, and she would always stand down there and just laugh at me, because she knew I had injured my knee, so I couldn't practice vaulting. I had dislocated it, and I needed to have surgery to tighten all the ligaments back up. So I wouldn't practice, but we needed my score, because I was one of the top vaulters on the team, and they took the top three or four scores to go towards your team score. She would always stand down there just laughing, because she knew I had done one warm up vault, but I wasn't practicing at all. I would run down and do my twisting handspring vault, and I usually got a pretty decent score.

You came in ninth at nationals once?

Yes. That was a year or two earlier, before my knee injury. We did get that opportunity every year to compete at collegiate nationals and meet gymnasts from all around the country, to represent the university, and to do well as a team. It was a positive experience; I made friendships that I still have. I got involved with Pack PAWS afterwards, trying to draw gymnasts back into the loop.

A couple that were very interested, Patty Murphy and Marie Smith, were looking at trying to convince the university to bring gymnastics back. In fact, a few years ago when Mary Lou Retton came for the Pack PAWS Salute to Champions Dinner, I rounded up a whole group of gymnasts, and we had about eight of us here at a table. Patty, at the time, was with Flips Gymnastics, and she said, "The team can work out at our gymnasium. We need to get gymnastics back here at the university. It was a successful program, and there are tons of local gymnasts that would come up here and stay at the university and compete and do very well. We've got coaches here."

Nobody seemed to be receptive to it. Softball came back, so I don't know whether we could get gymnastics back here or not. Unless you were around in the late 1960s and 1970s, you don't remember that there was gymnastics here.

When did the team disband? It was obviously here through 1976, but do you remember when it disappeared?

I'm not positive, but I would guess three or four years later, so by 1980, and I don't know if that's because Dale left as a coach by then. I'm not sure what transpired, because I wasn't here. I think I was back in Chicago flying for American Airlines when all of that happened.

The coach was probably a big factor, because I don't know how much she even got paid to do it—I would guess not much. She did it because she loved it, and it also gave her gymnasts for her club.

You mentioned a minute ago getting involved with Pack PAWS. Do you want to talk about how you ended up coming into that fold?

One of my good friends from PTA involvement out in Sparks is Jeanette Reynolds, and her husband Terry Reynolds—who had been city manager for the city of Sparks—was on the Pack PAWS board. I'm not sure how he got involved, except that he does have two daughters who are athletes. I knew Mary Conklin from Junior League, but Mary isn't the one who routed me out—it was Terry who called me and said, "We'd really like you to get involved." In fact, it was shortly after I was president of Junior League, because they knew I was really busy with that. I had met Angie Taylor through Junior League's involvement with Pack PAWS in those early years, with the walkathon.

Angie had mentioned that too, as a really important way of getting to meet folks through different organizations, but particularly Junior League.

Mary Conklin came in, and all of us that were Junior League members—there's your women's

group that would support something like that. I served on the executive board and the community board, both. Right now I'm not on the board, but I was for six or seven years.

When you first got involved, what was the main purpose of Pack PAWS, as you saw it? Was it for fundraising or moral support or advocacy or a whole range of things?

It was a little bit of everything—an awareness of women's athletics and support, an awareness of what programs were here at the university. Really, I saw it as a support group, a women's booster group, basically, of women and men that were passionate about giving young women opportunities with athletics beyond what the university was funding right then.

The boosters for the men—the AAUN, alumni boosters, and all the men's groups—had been around for so long and had been so strong. We wanted to do something geared towards just the women. There were a lot of men involved, too, that either had daughters or just were passionate about that opportunity for women. The core group in the beginning was all the female attorneys, which I loved. [laughter]

You would go to the board meeting, and there would be, "Valerie Cook, attorney."

"Vicky Mendoza, attorney."

Then, they would get to me, and I would be like, "Charlene Bybee, *not* an attorney," because everybody at the table was.

It was a great group to get involved with, because they were very bright, very articulate, obviously well educated. When you looked at Title IX compliance, when you looked at a lot of issues, they brought a lot to the table. It was big-time advocacy at the legislative level and here at the university level to realize, "You know what, we are here, and we are making sure that good things are happening, and we're raising funds, too."

But just as importantly, the network it formed of advocates for women's athletics did great things and had great success, and I saw it grow from when I walked in at first to each year getting bigger

and getting more support. People knew about the organization.

I would have liked more interaction with the female athletes themselves. Some of the women involved with Pack PAWS were doing other things with the university, but with my flying schedule and raising two kids and PTA and all the things that I did, I didn't have as much time to come up here and do that as much.

What I have always felt for the female athletes today is they don't really understand how it was when women older than myself, first of all, had no opportunity at all to even compete. Then there were women who *did* get to compete like I did, without the money, without the facilities, then women who in the beginning had the scholarships. They don't understand just how far down the road we've come. We still have a ways to go, but they need to truly appreciate that they are where they are today because of a lot of sacrifices from women that came before them. They need to understand what a different world it is, which is a really good thing, and that it can get even better and even stronger for female athletes.

I often wanted more interaction to get to talk to and learn more about each of the girls. I know a lot of young female athletes because of my sons—most of their friends are athletes. I'm always interested in and encouraging of young female athletes, because I think it is important, and it starts really young.

It sounds like part of your advocacy has to do with the way that you and your husband have raised your boys.

Absolutely. I never had daughters that I could raise to be female athletes and give them all the possible opportunities in athletics and support them like my parents supported my sister and I and my brothers. We were all athletes, and whatever we wanted to do—and most of us chose sports—we had that backing of my mom and my dad.

Since I don't have daughters, I can raise boys that are supportive and encouraging of women athletes. My boys learned at an early age to never say, "They can't do that—they're a girl," whether it was sports or anything else. [laughter]



Charlene Bybee and one of her sons at a 1998 Pack PAWS event.

My husband teases me about being a feminist, and I'm not at all, and my sons are not sexists at all. In fact, my younger son makes me laugh; he's my more of the activist-type personality, probably more like me than my older son is. He came home from middle school one day saying, "I have a teacher who's a racist, one who's a sexist, and one who's an atheist," and he was in seventh grade. [laughter]

I said, "Eric, what are you talking about?"

So, he was complaining about each of his teachers, "So and so favors the girls and doesn't like any of the guys in the class."

I'm thinking, "Oh, Eric!" [laughter]

So, that was his awareness, and he's actually been my most vocal son, although both boys know how I feel about women and sports and that opportunity, and how much I enjoy watching girls their age—friends of theirs—going to games to watch the girls' basketball team play before the boys' basketball game, and going to my nieces' volleyball games now. All through high school at Manogue, watching the girls and boys at track meets and supporting both of them, even though I didn't have a daughter—they see that, and they see my husband too, who is extremely supportive of me, because he has that same attitude, so the boys pick up on that.

As parents we're hoping we teach them our moral values, our ethical values, what we're passionate about. We're hoping they get it, and we're not always sure if they do.

Eric is the one who will blurt things out, but I know my older son is supportive and also went to see the girls play. The girl athletes are "hot." It's a positive thing. They like the girls that are doing sports because they're active and they're out there and they have more in common, no matter what sport they're doing. But Eric is the one who is more vocal. When Manogue won state AAA boys' and girls' basketball, he was spending the night somewhere, and he called me the next morning, "Did you see the paper? We're on the front page!"

I said, "Yes, wasn't that great?"

He said, "Yes, but the girls won, too. Why is it just a picture of the boys?"

I'm like, "Yes, yes!" [laughter] I get joy in the fact that he verbalizes what I hope he has been getting. I think that is important, because their generation is very different in a very good way. It's a different place for girls who want to do and be whatever they want to—whether it's sports or doctors or airline pilots. There aren't the barriers there. That's teaching them there are no barriers for any reason, whether it's gender, race, religion, age, or anything. That is what we have tried to instill in them, and that has been reinforced through their private high school and church. There is joy in seeing that.

When we discussed this before, you talked a little bit about the different values that you think participation in sports can instill in kids.

Oh, absolutely. My dad talks about this, so I've heard it for many years from my dad, and then I have experienced it myself. Then with my kids, I see all the life lessons that you learn as a child, that you teach as a parent, that are related to athletics—the work ethic, the hard work, perseverance, the highs and the lows that come with it, the teamwork.

Gymnastics was an individual sport, but you were working as a team; it wasn't just all about me or someone else doing really well. You learned

how to be a good loser, but also, as importantly, how to be a good winner and how to handle that—the self-confidence you gain from sports, the self-esteem, without bragging about it, without becoming cocky. If you've got a child who's a really good athlete, you have to teach them how to handle themselves while still nurturing them. The obstacles that you face are all things that just carry into life. My dad has always said that.

The company that hired him, Cummins Diesel Engine, hired athletes that graduated from USE, Santa Clara, and Saint Mary's, because the gentlemen who owned the company were Catholic. They liked the Catholic values that students learned at those three universities, and they loved having athletes, because they knew the athletes were going to be hard working and were going to give 100-percent effort. It was all qualities learned on a playing field that they brought to the company—qualities that one brings into life, and I think that is something that helps make one successful throughout life. I know that's why we got our kids involved in athletics, because we knew all the things it could do for them—not that we ever planned on them being professional athletes, but that experience and learning, especially early in life, was something they could take with them.

Do you have any final thoughts?

We've talked about everything. [laughter] I think if I had it to do over again, I don't know that I would do it any differently. I'm so glad I came here to the university and was able to compete for one of the top coaches in the country. To compete in a sport on a collegiate level is a really big deal that a lot of athletes don't ever get the opportunity to do. Plus, it was an interesting time, especially in hindsight, looking back at how far it's come since then.

It's always an interesting journey to reflect back on that, but I think it was nothing but positive, and I think the future is even more positive for women and for athletics. It's been a great experience and something I would do again, if I didn't have a total knee replacement. I probably

couldn't go out and do anything on a gymnastics floor now. [laughter]

This whole oral history is important—talking to all of us who were there at different times. The women in Pack PAWS that I've met, we've really sat and compared the different times that we lived in, based on our age, where we lived, and what opportunities came to us or didn't come to us. It's been interesting to compare. Some of us were luckier than others; some were, maybe, luckier than I was, too, whether they had money or had the scholarships afterwards. I think this oral history project is a positive thing to really highlight what happened back then, to maybe learn something as we move forward. I'm glad this project is happening, and I think it is an important part of history to document. Thank you for the opportunity to tell my story.

JOHN LEGARZA

John Legarza: I was born in Winnemucca, Nevada, on February 6, 1933. My father, Mateo Legarza, was born in Spain, and my mother was Virginia Echave Legarza, and her family had a ranch outside of McDermitt, Nevada. My dad's family had a ranch outside of McDermitt, also, and they lost that during the Depression, but the Echave family kept theirs.

My first six years I went to school in McDermitt. There were ten of us in a one-room schoolhouse, and we got an outstanding start in education. I went to Winnemucca and finished kindergarten through eighth grade and then went to Humboldt County High School where I played basketball, football, and most sports, like everybody did.

I was very fortunate in being able to be a fairly decent player, and I had various scholarship offers out of high school. I went to Utah State first, because I didn't know much about anything. They wanted me to play football, but I was on a basketball scholarship. When we grew up, if an adult told us to do something, we did it, and though I didn't want to do that, I did. I found out later that I didn't have to. [laughter] I could have just played basketball. At that point I decided to go to the ranch. My dad was way smarter than me. I froze to death feeding cows and decided there had

to be something better, so I went to the University of Nevada and then got drafted.

I did my basic training at Fort Ord, and I thought that since I played basketball at Nevada I was going to be in special services, and I was very, very excited. I got my orders, and it said "special forces." I didn't know special forces from anything, but I soon found out. I went to Fort Sam Houston, because all special-forces people had to take medical training, and then I went to Fort Bragg, North Carolina. Colonel Cusimano was the head of the G-1 Services, and he thought I was an Italian and said, "I'm going to put you in charge of officers' finance and officers' records in G-1."

I said, "That's great," because I knew how to type.

"As soon as you get back from jump school."

I said, "I'm not going to jump school."

I went. Then I went to ranger training and survival training. It was a great, great experience, and I was lucky not to have gone over to fight the war.

I came back, got married, and finished college. We had a child while I was in college, Kimmy, and we had another one on the way. I really was hoping to go to the foreign trade school in Tempe (American Institute for Foreign Trade),



John Legarza

but financially we were unable to do that, so I got into coaching.

I never ever thought that I would be a coach. My wife and I and two little children went to Elko, and I was there for two years, came back to Nevada, got my master's, went back to Elko, and then went to Wooster High School, where I coached basketball and track.

In 1972 I was able to go back to the university as an assistant basketball coach under Jack Spencer. When he lost his job, I became an assistant to Jim Padgett.

Since Jim Padgett and I weren't on the same page, I was out as a basketball coach, but they told me, "Why don't you be a golf coach?" I had no clue. I got into golf, and it was marvelous for me. Our teams got to be very competitive; the last six or seven years we were in the top twenty a lot.

It was a great experience for me, and I loved it because I became the chair of the NCAA Division

VII, and I was on the Academic All-American selection committee for twelve years. Right now I have five players that were on my team that are playing in the pros in Europe, Asia, and the United States.

Mary Larson: I'd like to ask a couple of questions about your earlier years, before you got to the University of Nevada. You mentioned that you were involved in sports. Do you remember if there were girl's teams at all when you were growing up?

Really not much, even when I coached in Elko and at Wooster. We really didn't have girls. That was kind of in with the PE (Physical Education).

When I was at the university as a student, we had girls' gymnastics, which were outstanding. We had girls' basketball, and I think that's when Lue Lilly had the program. When I, personally, went to school they had basketball, gymnastics, and, I think, volleyball. I graduated in 1958, and then I came back and got my master's degree in 1961, so those are the years. The ten years, until I went back in 1972, I was at Wooster and Elko high schools.

Since you had grown up in McDermitt and Winnemucca, you had probably been to Reno a fair amount before you got here, but what was your impression of the university when you first got here as a student?

This is a very difficult question, because when I went to high school we really didn't have counselors; you didn't know what you really wanted to do. I just wanted to play basketball. That was my main concern. I got a bachelor's of science, and I think I went to undergraduate school just to be eligible. I wasn't really fired up about anything until I found out about the foreign trade school, because I was always kind of interested in going overseas. I loved the school, though. It was small, and you knew everybody.

Athletics were so different then. I was on our basketball team, and we won three Big Sky championships in a row. We were all Nevada guys—I think we had two guys from California—and we were all white. Scholarships were mainly

your tuition and books, and that was about it—you paid for everything else.

I had some wonderful teachers that I was really crazy about. Ruth Russell was here when I was going to graduate school, and Dr. Russell was, I think, one of the most outstanding people that I've ever known. I just loved her. Great teacher and a great person—she was really something, and she had good common sense. She wanted to really promote the girls, but that was before Title IX and everything, and then Lue Lilly came. I think, honestly, she really clashed with our athletic director, and I could see why. Things weren't fair—honestly and truly, they weren't fair. Most men coaches felt that it wasn't fair that they should pay for the women's programs. It was really a hard time.

Who would have been the athletic director at the time?

First it was Jake Lawlor and then Dick Trachok. When I was in college, Dick was the football coach for a while, and then he became athletic director, and Jerry Scattini coached. Jack Cook was here as the track coach, and Keith Loper did wrestling. I think Jake then took over tennis. I think that was about it.

The women had basketball, I think, volleyball, and gymnastics, and gymnastics were dynamite. When we got the rec center [Lombardi Recreation Center], they started swimming. We've had great women's swim teams ever since. Jerry Ballew coached them and won a national championship, too.

Do you remember if Ruth Russell was coaching all of the women's teams?

Ruth did a lot of teaching, and at that time I'm really not sure. Jan Felshin came, and she kind of took over then for Ruth, coaching. That had to be 1961 or 1962. Dr. Felshin was very, very bright. I don't know if I even should say this, but it's the truth. I really honestly think the early people they had coaching women's athletics weren't really coaches—they were PE majors, and it was really hard to do that. They all had their doctorates, they

were all bright, very good teachers, and I think they all kind of resented athletics, because the guys were getting everything, and the girls were getting nothing, and that's not fair.

I had trouble with it myself. When I was helping with the administration on the women's side, I was kind of just a figurehead, and I went to a lot of the national AIAW (Association for Intercollegiate Athletics for Women) meetings before they became NCAA. I remember we went to Atlanta, and I think there were only four guys there, and all the rest were women. I felt that they really resented the guys.

I know when I was doing the women's golf program for a year the girls resented not having what the guys had. They truly didn't know how to fundraise. They had a big meeting at the university the last part of my tenure, and they felt that a woman would be better suited to women's athletics, so that's what they did. I felt that the people they brought in didn't really have enough background to see what was going on, and they kind of spun their wheels. That happened, I think, up until six or seven years ago.

When you were an undergraduate, how were the Athletics Department and the PE Department organized?

They were all together. I was there later when the new recreation center was built, and at the time Bob Laughter was the head of PE. I had a chance, when I got out of basketball, to chair that department, but I still wanted to coach. Keith Loper took it over and did just a wonderful job with it. I was trying to think of who was the head of it before that. He was a gymnast, and he and his brother were twins. He just passed away. Anyway, then Laughter took over, and he did a nice job. He was a very good teacher. They were all teachers and really not coaches.

So at that point all the coaches also had teaching appointments?

Yes; we all taught. The football coach would teach theory of football, baseball would have

theory of baseball, and so on, which I thought was good. I have a good friend at Pacific (University of the Pacific), who got a doctorate down there, and you could get a degree in coaching, which I thought would really be good.

I know when I went out to coach, I had no clue—honest to gosh, none. I could see where it could take seven or eight years until you really knew what you were doing. Just like teaching, you get comfortable, and you do a better job. They didn't want to do that, and I thought there would be so many good things that would come of that.

The split between PE and the Athletics Department happened when we moved into the Lawlor building, and that was probably 1965 or 1966. When the split came, then the coaches quit teaching, except for Jack Cook and myself. We had half time in the Rec Education Department and half time coaching. I taught theory of basketball, and I taught golf, tennis, racquetball, and stuff like that. Jack and I stayed until both of us retired, and I don't think any coaches do any teaching now, at all.

Getting back to your undergrad days again, you were talking about Ruth Russell. What kind of courses did you have from her?

We had physiology of exercise, which was the main one, and we a bunch of others for what to do in case a person was injured and stuff like that. That was the best course, because we had to take anatomy and physiology—she taught physiology, too—but we had to take anatomy with the med students, and they were smart. We didn't belong in there.

What was your major when you were an undergrad?

I was a history major, and I guess I had a PE minor. I didn't take that many PE courses; we had kinesiology, physiology of exercise, and all of those. [laughter] I loved history, and when I went to Elko I taught history, but I never practiced on it, because, like I said, I wanted to do the other thing. I remember the first lesson plan I made for a history class. I got in there, looked at the students,

and I almost panicked. I went through that first lesson plan in five minutes. They were all looking at me like, "Who is this idiot?"

I just looked at them and thought, "What am I going to do next?"

I said, "Read the next chapter, and we'll go over it tomorrow."

I didn't know what to do. It took me a long time, but I loved the kids. In Elko I was very lucky, because we really had good students. I got into the flow, and I figured out that maybe I ought to have them help in the class and talk. Once we started doing that, then it was fun; we had a lot of fun. In fact, when I came to Wooster, I got the slow students, so I thought, "What can I do to liven this up?" We had a bunch of boys and girls in there, so I would mention really outstanding women and say, "If they were president, we would do this." And I used to have open-book, help-each-other tests. But it was fun, and they came, because I had figured out why kids didn't come to school—most of them would get behind, and they were embarrassed.

Our school system didn't help the really good students, and they didn't help the poor students; they just helped the medium students. To me, that was really sad, because you get all these kids, and they really want to go to school. I had so much fun with those guys that teachers would come in and laugh, but they came every single day. I remember our principal came to me after I gave some As and they said, "You can't give As in that class."

I said, "No, I'm giving As, because they were the best in the class, and that's what I'm going to do."

They said, "Well, you've got a lot of As and Bs and Cs."

I said, "Yes, they are there every day."

I think they realized that they were not going to learn what this other group was going to learn, but they met their potential. I liked that, and the kids liked it.

I remember my first PE class at Wooster. I finally got a PE class, because when you're coaching and you're teaching five hours a day, it's hard. I got every bum at Wooster High School,

and the other coaches laughed and said, “Look what you got.”

I said, “You watch in two weeks,” because they were all good athletes, those guys. They just weren’t great students. I talked to them and said, “This is what I expect from you, and it’s not a lot that you have clean clothes and you take a shower.”

The first day, here they came, and maybe four of them brought clean clothes. I went over what I had told them, and they looked at me. I said, “Well, you guys aren’t going to go out today when we play softball. Today you guys are going to be in a daisy chain”—one guy with his hand between his leg and the other guy there—“and you’re going to stay that way all day. You want to be cool, so that’s cool.”

That lasted about a day, and then I had 90 percent of them. I had to do some other little things, and pretty soon I had them all. And dang it, I had a pair of twins that had long hair, and one day they came in with short haircuts, and I didn’t even recognize them.

The dang kids named themselves Legarza’s Bums, and we won *everything* in PE, everything. I enjoyed the kids.

Did you learn a lot of things from that that you were able to apply to coaching at the high school and college levels?

Yes, very much so. I think like a teacher, and I considered myself a teacher in coaching, because you have to teach; you have to listen to the students; you have to be fair, and they will do everything for you. I loved the kids. I didn’t like the administration, but I loved the kids. I still don’t understand the university. I don’t even know why they evaluate you, because I don’t know what they do with evaluations. And I didn’t have a doctorate. I think probably at the university level you should have a doctorate. I don’t know.

At Elko and Wooster do you remember what programs they might have had for girls?

Yes, we had some wonderful PE teachers for the girl..WThey had their soccer, women’s softball,

and all that, but they weren’t competitive. I would say in 1968 they started some basic programs—basketball and track—and the PE teachers coached them. I remember that specifically, because we started sharing the gym with them. We had to set times up for their schedules and our schedules, and we had to rotate them. I think everything was pretty fair there then. And then they had golf, because Patty Sheehan was there at Wooster, and look at what she did. Wow.

My first couple years coaching at the university Patty played for us on our women’s team. Then she went to San Jose, which had a much, much better program and a better-financed program. When we talk about women’s programs, finances were the key—they really were.

At the university, they had all the programs, but I don’t think they were ever, until this present time, financed like they should have been. There just wasn’t the money, and football wasn’t going to give up any money. And I love football, but it’s just that there are so many on the team. When Title IX came in and stipulated that if we had a hundred male students in sports we had to have a hundred female students, it was difficult, because the women couldn’t recruit that many students. And football had eighty-five, and then it was ninety. That’s a lot of people.

You have men’s basketball and women’s basketball. Women’s basketball has fifteen scholarships, and men’s basketball has thirteen. Then you have baseball and softball. The women’s softball has more scholarships than the men’s does. With swimming and diving, there is no men’s program. They have track and field and cross-country for the women now and no men’s program. They dropped that, so they could balance the numbers, and I think that’s really a shame. They dropped wrestling too, but that’s what they had to do to comply with the new rules. And I think the new rules really, really helped women’s athletics.

They dropped wrestling when I was first up at the university as an assistant basketball coach. We had wrestling then and tennis and those programs, but they had to get rid of wrestling, and they also got rid of gymnastics.

Lee Newell was the gymnastics coach. He was a wonderful coach, and the team was very good, but he said that the tricks and things had gotten so hard that it was very dangerous, and he didn't want to do it anymore, so the program kind of slid. In fact, I don't know that very many schools have gymnastics programs anymore.

They were good. When I was the assistant basketball coach we shared the gym with them. They would come and work out in the gym when we were working out.

Can you give me some details on how you got back to UNR from Wooster?

I was the head basketball coach at Wooster, and we were very successful. We were in the zone finals for five straight years—won three and lost two. Dick Trachok asked me if I'd be interested in being an assistant basketball coach at the university, which had always been a dream of mine. I said, "Yes," because I knew Jack. In fact, I was his assistant when I was doing graduate work. He was a marvelous person, a really great guy, and a good coach.

We were in the Far Western Conference, which was pretty much a non-scholarship conference; tuition scholarships were the norm. Then we went to the West Coast Athletic Conference, and at that time I think the basketball team had four scholarships. We got into a full-scholarship league with the Catholic schools—Santa Clara, USF (University of San Francisco), and so on—and we just really were not competitive in that league.

Our four scholarships were out-of-state waivers and some room and board and books, but we had four scholarships for fifteen players. Then we could divide them up, but now you cannot. So we were not competitive at all with any of the teams in that league, since they were all full-scholarship teams. Jack got fired due to the unrealistic thinking of the boosters. They got rid of a good coach that didn't have the tools to do it.

Do you know what the reason was for going to the West Coast Athletic Conference?

Everything that we did was related to football. After the first year—when I think we only won four games—they fired Jack. It really wasn't fair, but then they brought Jim Padgett in. Dick Trachok and I had a meeting with Joe Crowley, who I thought was a great administrator and a really good person, and Joe asked me specifically what I thought we needed.

I said, "That's really simple. We need to have the fifteen full rides like everybody else, and then we can recruit that type of player, and we can be successful."

They brought Jim Padgett in, and I was with him for two years, and we got better. We were in the middle of the pack, and we got better. We still were not at the top, but we improved.

We got the fifteen scholarships the year that Jim came in. And what a difference! You could bring better athletes in, and you could bring better students. Jim came in 1975, I believe, and he stayed four years and then left. I was with him for two of those years. After that they brought Jack back as an assistant, and he brought in a couple of really good players.

Were you aware of what was going on with the women's programs at this point, as far as the scholarships?

I knew what they had, and they didn't have a lot. They had swimming and diving, and I think they just had tuition. I don't know what the numbers were. In 1979, I ended up in charge of women's athletics, but I wasn't an athletic director. I was just a person in charge of the program. Coach Trachok came up and said, "Would you do this?"

I said, "What do you have to do?"

He said, "You're just going to be in charge."

After I had been in it a little bit I figured, "What am I in charge of?" I really didn't have any decision making.

I would be on committees when we would get a new coach. I had nothing to do with the budgets, which came out of the athletic director's office and the assistant athletic director at the time. They made up the budgets for the women. We would

give them their budgets, which everybody was supposed to stay within, and there wasn't enough, but I don't know if anybody had enough.

I don't know how the coaches lived on the salaries, because they weren't very good. The men's weren't spectacular either, but most of the men had been there for years, so it was natural that they made more.

The basketball coach was also the assistant track coach, and he was a very good coach who knew how to recruit. He got some junior college players, and I think that might have been the second best team in women's basketball. But he knew what to do when he went out and got special funds and stuff for his program so they could compete. I don't remember his name, but if you looked at the records, that is one of the best records, and he would be there.

We got our volleyball coach from Utah State, and she had been an All-American volleyball player. Wow, was she a great athlete, but she had never coached. Because of the way things were, if you were a head coach in the women's program, you had to be an assistant coach in another program, and that doesn't do justice to anything.

She and Pat Hixson didn't get along; they would come into my office and cry. Both of them were so unhappy, but we were stuck. If you wanted to stay on as the volleyball coach, which you did, because that was the sport you loved, you were going to have to be an assistant in softball. Well, shoot, during that season is when you would do all your recruiting and everything else—it's not fair.

It was the same thing with Pat Hixson. She wanted to work on her skills and stuff you should be doing in the off season, but she had to be the volleyball assistant. Can you imagine two ladies that don't like each other, and they are together all the time? I don't remember the volleyball coach's name, but she didn't stay too long, I don't think.

My title was women's coordinator, and before that it all came through the athletic director. Lue Lilly was there for a while, and then she left. The whole time, whoever was in charge, everything came from the athletic director.

I know that Lue Lilly left in 1976, and I just wondered if there was anyone doing that in between.

The athletic director. AIAW said you have to have a coordinator, and so, I was the coordinator.

At that point, Title IX would have been in effect for about seven years. Were there any real manifestations of it yet on campus?

A bit. They had a women's group on campus that we met with, and they strongly suggested that we had a woman in the position that I was in. I don't remember what the group was called. Dick and I went to the meeting, and we discussed it for a couple hours. I asked them why they would think a woman was better suited, and they were just a Title IX group that felt it should be that way. They really didn't have an answer, because they didn't know anything about coaching or coaches.

Might it have been part of the self-study that went on for Title IX?

It could have been. It was several women professors that were very vocal, that felt that the women were being cheated, and they probably were. I just went to the meeting, and they ripped me for about an hour and a half. I listened to it, but I didn't agree with a lot of it. I told Dick, "Do you think it would be easier for you and athletics to get a woman?" Then they did it when they hired Anne Hope.

From what you said, it sounds like you didn't have a whole lot of input in your position and that most of it was coming down from the athletic director.

Exactly. An athletic director, number one, should be a fundraiser. There was absolutely no fundraiser for the women. In my position, when I was teaching and coaching, I didn't have time to fundraise for them; I was trying to fundraise for what I had, to keep it afloat. You need to have somebody to oversee the program.

At that time, what they did with almost every program was that they gave you so much money and said, "Run your program." It wasn't as professional as it is now. You were given so much money, and that is what you had. You did your own scheduling pretty much, unless you were in a league, then you had a league schedule for so many games, and then you scheduled the rest of them.

Golf was in the Big Sky Conference at the time, and we got so good that the Big Sky dropped golf, so then we were an independent. I always laugh at that. I think we could have probably won ten straight championships in the early to mid-1970s.

But I didn't get a lot of direction. I was something they had to have, because there were so many sports required by the NCAA. The athletic director really cared about football and men's basketball—those were the revenue sports that could help us financially. Basketball, because of the small number, always was able to make money. When football was in the Big Sky at that time, I think it only had sixty-five scholarships, and their crowds were bigger than the crowds we've got now. Chris always said that football was the engine that ran the university, and it ran out of gas.

Even the men's coaches were a bit resentful of all of that, because you had a little pride and you wanted to be the best you can be. I wanted to see the women, in the worst way, be the best that they could be. Anne Hope was a dream and a great gal, but until they got to Angie Taylor in that position, I don't think any of the people had understood it. I, honestly and truly, don't think they understood what had to be done to go to the next level, and money isn't the only thing. Just like our federal government, money goes into some of these programs, and that isn't what they need.

Do you think any of it had to do with the clarifications on the legislation with Title IX that kept coming down over the years?

Yes. To me, Title IX, I still don't understand. It was set up for the lady that couldn't get into law school, and the women at the time that were in athletics were smart enough to jump in and get it.

They said that if you get federal money for your athletic program, or federal money for the history program, then the women in athletics have to get the same amount as the men, but that had nothing to do with athletics, and today it has nothing to do with athletics.

The only money the Athletics Department gets is if, say, you're a poor student but a great basketball player and your folks don't have money, you can get Pell Grants and stuff like that. That has helped immensely in our program, and Chris Ault did a great job with that with football. Almost every one of his kids got Pell Grants, and that is a chunk of money where they can now have room and board. You don't get that in golf, in tennis, or in volleyball, because it's a different breed of cat. But in football and basketball, because of the minorities that were really running the show now, you could do that, and now women can do the same thing.

When you first took over the women's coordinator position, were you given a particular mission from Dick Trachok?

No, not really. Dick said to just oversee the program. In overseeing the program I would meet with the coaches, talk to them about who they were scheduling and why; I would try to make suggestions, which they didn't listen to. I know of a little coach we got from Pacific who said, "I'm going to schedule this and schedule that."

I said, "You know, you really don't have that kind of talent."

She said, "Oh, we're great."

I knew they weren't, and I knew she was stepping into a trap, and they got murdered. I felt so bad. She was crying all the time. But again, we get back to the rock and a hard place. If you don't have the finances, you can't hire a good coach. You can't go down to Claremont Junior College, that has a great program, and grab someone and say, "Come to Nevada and get on the real college level instead of the junior college level."

They say, "Well, shoot, I'm making \$50,000 down here. What am I going to get up there?"

"Well, we can give you \$15,000."

“Oh, really? Maybe you ought to keep it.”
[laughter]

Were there any ongoing problems that you inherited, beyond the funding issues?

You know, before I got it, I never thought much about it. I think I had very good relationships with all the coaches there. I liked them, and we were all in the same area—the PE area—at the time. I never thought much about their problems, because we were coaching other sports, and we had problems, and when I was assistant basketball coach, I was gone all the time recruiting.

I was so frustrated with the financial end of it, and I knew it wasn't going to change, and I thought, “What am I doing here? How can I help these people?” You can talk to them forever about what you did, and maybe they could do some of that, but not really—in their sports they couldn't. I really felt for them, because I think that in every league we were in, we probably had less finances than the teams we were playing, and you were not going to beat them then. You get down to California, and there were a million players, good players. And they could get in-state tuition in California, so what do you do?

When you get the state and university to help you do all of those things, now you can compete. Now you can say, “Hey, you've got a full boat of scholarships, three assistant coaches, and this recruiting budget. If you don't win, you're going to get fired just like this man coach.” They haven't done that yet, but it's going to come to that.

Do you think that expectation has changed over time?

I think it will. I think pretty soon someone will say, “Hey, you've been last in the league for four straight years, and you have everything. We're going to fire you, because you know what happens to men coaches.” That hasn't happened yet to women coaches. What has happened to the women coaches I have seen over the years is that fewer and fewer women are going into

coaching. I think you've seen that around. So, what are you going to do?

You were the women's coordinator for five years, from 1979 to 1984. What changes did you see in the number of scholarships or waivers available for women?

Well, it really didn't change much when I was there; it changed afterwards. There are so many things that happened. When I first went to the university, we had so many in-state waivers and so many out-of-state waivers. The university wanted to take those over, because they needed them for other programs. We didn't go to the legislature and get as many as we should have.

Las Vegas had a lot of big-time power, and we had to jump in with them. When they did those things, we had to do those things. For a while, we didn't have that many waivers, but now, through the legislature, they've got about 100 in-state and 100 out-of-state, or something like that. That is something that would be interesting to know, and then also what they get from the student fees and what the university gives them now. It didn't change much. We just went from year to year, and nobody had a whole lot in those early years except for football and basketball.

Basketball got their fifteen scholarships when we were in the West Coast Athletic Conference, and then we moved and finally got into this conference, and now they've got three or four assistants. They've got everything they want, but they don't need that much. It doesn't cost you as much for room and board for fifteen guys as it does for ninety. In fact, if you added all the men and women up together they would probably just be a little bit ahead of what football gets.

So, you've got that problem there, and you see what happened at the Santa Clara's, the USF's, and all of those schools that were at one time very good football schools. They don't have football anymore. They can't afford it. Basketball makes money. You get a lot of money, and it doesn't go to football, then the women get more, the men get more, everybody gets more.

Unless you are in the Big Ten or the Pac-10, and you're getting 100,000 people at football games, how are you going to pay for it? I look at us with an average ticket costing \$15. If we get 15,000 people there, that's \$150,000 to \$200,000 per game. With the \$200,000 you have to pay officials and this and that. So, you have six games, and that is \$1.2 million. You take 95 scholarships—I don't know what a scholarship costs, but I would imagine with room and board you are looking somewhere around \$20,000 or even \$15,000—add that up. Now your \$1.2 million is just maybe a shake, and you haven't counted that they have 13 coaches. You haven't counted the head coach or equipment or equipment people or medical people or uniforms or travel. Now where are you?

When you took over the women's coordinator position, what conference were the Nevada women in at that time?

Whatever the men were in, they were in, too. I think we were in the same conference then, and the men were in the Big Sky. I don't know if the women were in the Big Sky; I think they were, but maybe not.

When it came to funding for the women, I knew they didn't have enough, because when we brought our new basketball coach in, we brought her in from the University of the Pacific, and she had just been a graduate student.

Anne Hope was the basketball coach, and when she came in she took my job [as women's coordinator] as well. I don't know how many years she was there, about three, and then another girl came in who was really upbeat and everything [Angie Taylor].

The girls' athletics really wanted to get started. Our softball was good because we had good softball in this area and they were able to bring local kids in. Basketball was a tough call, because the ladies' programs in the high school were really just at the infant stage then in getting started. They had to get junior college players, and they weren't getting the good recruits because they didn't have the full scholarships to give them. You know, everything was about money, and it still is.



Anne Hope

I've watched it for years, and I watched it grow at the university. They kept getting better and better coaches with more experience, and they kept getting more and more money. Chris started it because he had to; Title IX forced him to. There was a lot of resentment among the male coaches, because they felt that their programs were losing money, but when you backed away and looked at the trees, the only two programs that were really funded were men's basketball and men's football. All the rest of the programs were not well funded—men's and women's.

Chris started that, and then our present athletic director, Cary Groth, I think, has made marvelous strides. The teams are competitive and well funded, they've got good coaches, and that is what you have to do. You can see it in what's happening. Our basketball team is doing very well this year—they will be first, second, or third.

Our volleyball team has for years done a great job, and I think our women's basketball team should follow them and play in the Old Gym where they could put 2,500 people, and it would really be full, but they want to play at Lawlor, so let them.

Our cross-country and track is dynamite. That was bred from Jack Cook and his assistants. They took the women, brought them along, and then they had a male coach for the women's track and cross-country team. They were dynamite, and they won everything. They are in a league now where they are very competitive. I think volleyball has to look at Hawaii, who is always at the top, and Fresno (California State University, Fresno), who was always good in every sport. Our riflery and skiing do well, too. We had good skiing at Nevada then, both men and women. It was kind of like it is now—pretty much a club sport, but you have to count it, because you have to have so many programs, which is ridiculous. Riflery goes through the military; they handle it. But I think the women's programs we have now are very, very competitive. They have very good coaches, and I think they will be successful.

When you were an undergraduate, or when you were back getting your master's, for example, what was the philosophy on campus with the women's teams? Were they expected to be competitive, or were they expected to be more for recreational purposes?

Outside of gymnastics they weren't very competitive. You had more of a club sport thing. I would say, at that period of time. What happened, I think, is that the women decided over time that they were getting a little short-changed, and so we got women that were pushing a little more. Lue Lilly was the first one. Ruth Russell did a nice job, but she didn't really push the women's programs. Lue did, and she butted heads with the men's people. She went to Cal (University of California, Berkeley), and I guess she did a nice job there. I like Lue. Then the progression got better and better.

Angie Taylor was a star of that era. She was a great player herself, with great common sense, and she related very, very well to all the men. Everybody loved Angie, and you can see

what she's done since. She had some goals, and I don't think athletics were all of them. I think she wanted to move up, which she has, and she's just a sweetheart. I saw her at Jack Cook's funeral, and she hasn't changed a bit; she's just so bubbly and so upbeat.

I would say that if there was a star in the women's programs that has sent them up to the level they are now, it was Angie. I think that the other people that came in, that I knew, were not ready for the task that was before them. And it wasn't their fault; it was because they hadn't been trained.

Getting back to your different positions over the years, when did you start with golf?

I started with golf in 1975. I was the golf coach and an assistant professor at the Recreation and Physical Education Department. It was the best thing that ever happened to me; it was like retirement. I loved golf.

When I was a basketball coach in Elko, I drove the bus and did *everything*. We came to play up at the lake, at Incline. We drove in a snowstorm, left at five in the morning, got up here at 8:30 at night, and they had waited for us, so we played a game. We drove down to Carson City with it still snowing, and we played in Carson, drove back to Elko, and got back at six in the morning. Coaches today don't understand that.

Back then you learned how to get things. I was the track coach at Elko, too, and we had the state track meet. I went and talked to the city and asked them if we could go get some cinders from an old railroad site. We got the cinders, and we built a beautiful eighth-lane track in Elko—rolled it and did all those things. People don't have to do that now. If someone told you that you have to build a track, you'd say, "Build a track? I'm not going to do that."

It was a different time, and I think I was very fortunate to have those experiences. When I first had the golf team it was the same way. We drove everywhere, including to the Air Force Academy in Colorado Springs, where we played a two-day

tournament and then drove back. We got back here at six or seven in the morning.

We started to get into better tournaments because we had better players, and when we went to San Diego, we did the same thing. We would play, and we would get done—sometimes not until five—feed them, and then drive back. It wasn't good. We drove through terrible weather, drove through the snow; it was lucky we didn't hurt some kids.

Prior to me, the golf coaches had been Jake Lawlor, Jack Spencer, and Dick Trachok. It was a fun thing. They would go and all play golf together with the other coaches, and they didn't care if you won or lost. They said, "You'll just love this," because I liked to play.

I remember the first tournament I went to, and that is where I met my very good friend from Pacific, Dr. Glen Albaugh. He was then the golf coach, but he had been a basketball coach and is a sports psychologist who just wrote a wonderful book. Glen and I got to Chico once, and it was raining. My kids had no rain gear or anything, and the poor kids were out there like wet ducks. I went to look at the scoreboard, and we were so bad.

One of my kids said, "Gee coach, it was raining."

I said, "Didn't those other kids play in the rain?"

I got back, and Dick said, "Wasn't that great fun?"

I said, "No. We're terrible. I'm going to get me some players. I'm not going to go do this."

He said, "Just enjoy it."

I said, "I'm not going to enjoy it. I'm going to get good players." I did, and that's the way it worked.

When I started, there was just the men's team. I had the first women's team, and we had all local girls. Patty Sheehan was good enough to play with anybody—in fact, she was an All-American that first year—but then we dropped the program because we didn't have the personnel. I didn't want to do both of the teams and all the other stuff, too. That would have been the mid to late 1970s.

Did you have any scholarships for either team at that point?

No. We finally got some in-state tuition, but for both teams you needed out-of-state tuitions. You could get good players for out-of-state tuitions, because most of the golfers come from affluent families, and they are usually good students. If you worked things right you were able to get enough players. Bob McQueen [in the academic scholarship office] was wonderful to us, and I started getting foreign players.

See, even if we couldn't get athletic scholarships, we could get academic ones if they were good students. First I went to Bob and said, "If I could get 3.0 students to come in, could we get them an out-of-state waiver?" So, I got five out-of-state waivers, and, wow, it was like a dream.

Chris found out that we had those, and he said we had to take them and give them to the women, but I still to this day think it went to some other sport, and it wasn't the women.

Anyway, I told Bob that, and he said, "That's not fair." Then I had seven, and they left me alone.

We were playing in the NCAA nationals at the time in Oklahoma, in 1984 or 1985, and they were going to drop golf. That's when we got introduced to Catherine Hixson, the Las Vegas lady that took care of that. Chris and I flew down to Las Vegas, because I had some friends there that set this up for us. She asked me what I thought it would take to run a program. I had nothing; I didn't know what to say. I could have said \$150,000 and gotten it.

I started thinking, "If I had \$50,000 a year, we could go to the tournaments that we wanted to go to, and this, that, and everything."

She was so generous. She said, "OK, this is what we're going to do. We're going to give you \$50,000 a year," and I think it was for four years to start. Then they gave us \$100,000 to put in an endowment fund.

Then she said, "I will match whatever you make in your fundraiser."

We had started a fundraiser at Edgewood, because I knew people that owned it, and they gave us the course for a day. We started a

tournament where, I think, we had about 180 players paying \$100 per person, then it went to \$150, and eventually to \$250. This was all about the same time.

She said, "I will match whatever you make in your tournament, plus I will put \$50,000 extra every year into your golf endowment."

If we made \$50,000 she would give us \$50,000. We put \$150,000 plus that \$100,000 in for four straight years. I think the endowment is up to about one million now. I know the golf team is completely funded from the endowment. So, it was a dream, and she did that for a lot of schools. Chris talked her into helping him with building a new football stadium and everything. It was a good thing for the university.

How many years did you have the women's golf team?

Just one year, and we played in, I think, four tournaments. One of the women's coaches took it over, and we had the conference championship here at Hidden Valley, and then Patty went to San Jose.

Besides Patty, we had Valerie Rose, who has the finance company here. I can't think of the other girls names, it's been so long, but we had five local girls. We got to play in Fresno, Davis, and Chico, and four or five tournaments. It was a fun program. Our uniforms weren't spectacular, so we finally got shorts and shirts for them, but the kids were neat, and they were upbeat, and it was fun.

We did pretty well because of Patty, and Valerie was a pretty good player, too. Her dad was a great player, and she was a good player. We had twins, and I am trying to think of their names, but their parents were at Hidden Valley, too, and the girls would play there. I thought it was a great program. I hated to see them stop it.

We scheduled their events differently from the men's team. If I had a men's tournament going, we didn't have a women's tournament at the same time. Well, maybe it was two years that we had them. We started going on overnight trips, and I told Dick that I wasn't comfortable taking the girls on overnight trips. We ended up getting a

graduate student that would go with us. She was interested in golf, and she would room with them, because I didn't want to walk into their rooms. I had to check on the road to make sure everybody was in, and they were wonderful about that, but I wasn't comfortable doing that.

The other challenge with coaching that team was I didn't know girls cried. Honestly. It's very touchy. When I was doing the program with the women and was meeting with them, they asked very good questions, like "Why don't we get two pairs of shoes?" and "Why don't we have this or that?" and it was difficult to answer. They had a budget, and their coach had to stay within the budget, but they saw some of the things that other people had, on our golf team specifically. We got clubs from a club manufacturer, we had shoes, Titleist gave us a hundred dozen balls, and we got clothes from Nike at a quarter of their cost. So, the men's team had everything, and they didn't realize we were given these because we were doing well. I didn't have the budget.

I remember talking to the softball team specifically, and they were really adamant and angry. I tried to explain, and they said, "Your golf team has this."

I said, "I know that."

"Why can't you do that for us?"

I didn't have an answer for them, because I couldn't do it for them. I could ask and beg, but those sporting goods companies aren't going to give anybody anything unless they are doing something.

Is it one of those Catch-22's? You can't really do anything unless you've got the budget to get started, but if you don't have the budget you can't get the donations to get better.

Exactly. You're between a rock and a hard place. Our softball team beat the best team in the country the other day. That is magnificent! Now they are at a point where they can get stuff.

With our basketball team doing what they're doing, with our football team doing a little better, then maybe you get Nike to sponsor it like they do Oregon and Cal. You cannot believe how much

money is getting to them. They get sweats, shoes, and uniforms—*everything* is given to them. And what does that do for your budget?

Look at an equipment budget. If your football team changes jerseys every few years, those jerseys cost a couple hundred dollars apiece, and you get two sets of them for ninety people, and then you have to have odd ones—that's a lot of money. Then you have footballs and everything else. When you can get sponsorship, it's just like getting all the ice cream.

You also mentioned that you thought there were differences with coaching that you hadn't realized until you started working with the women's golf team.

In coaching you get a group of people, and they are all different, and you try to get chemistry. You have to understand the logistics of all of it with both men and women. If I have a women's basketball team or a women's golf team, then I have ten players, and I've got ten parents that think their rose is the prettiest one in the garden and the best player. If you leave that girl home when you go on a trip, then they're mad at you, exactly the same as the men. I think you have to be in the profession, and you have to understand what's happening with all of this.

I know in high school I would bring all my parents together the first day. We had practice, and I would send the kids home after, and I would say to the parents, "I understand how you feel about your sons, and I understand that you love them—I love my kids, too—but somebody has to make a decision on who is going to play. I'm going to have to do that, right or wrong, and I hope that I'm fair with everybody. There are going to be eight to twelve parents that are going to be unhappy because their child isn't playing. If you can't live with that and you can't keep from backstabbing with your son, because he's not playing, then take him to Reno and let him play there, because this is the way it's going to be, and this is the last time I'm going to talk to parents. I don't want you to come to practice, because it's a different thing."

Women are so *sensitive*. They are a different breed. When a guy hits the ball, "God dang it! You're not concentrating. You're not hitting the ball where you should hit it!"

You say that to a girl, and she starts crying. You have to put your arm around them and say, "Gosh dang it, your short game is so good. You have such a wonderful touch with great hands, but you're not working enough on your intermediate game, from 150 yards in or 150 yards out. I know you love to putt and chip, because you're very good at it, but to become a better player you've got to work on some of the things you're not so skilled at."

You maybe wouldn't do it that way with a guy. You do some of that, but I know you would call the guy in and say, "You do this really well, but dang it, we've been telling you over and over, and I've been watching you on the range, and you're not working on the things you should work on. You want to hit the ball 350 yards, but, God dang it, we've got to keep it on the fairway." But you wouldn't do that with a lady.

And I think that is why women coaches, like in basketball and volleyball, are maybe better than men coaches would be at that, although, men coaches have got seven of the top ten women's basketball teams. They don't have North Carolina or Tennessee, but there are a lot of them. Women might understand a little more the psyche of a girl. I don't think they will ever play the men's game; they're not going to.

It's like I read in the paper that they're having trouble in the high schools getting fans to come, or they're having trouble at the university getting fans to come. If you get a men's basketball ticket you get a free pass to all the women's games, which indicates they really want to get crowds. So, how do they get started? I wish I had that answer. I wish had the feel for that chemistry, so little by little they could increase. They have this year, but they almost always have a special program where people can come free.

Women have to pay to play for Lawlor Events Center. Both teams have to pay to play and that's wrong. That's one thing Joe Crowley did that I didn't like. [laughter] But if women could get to

the point where they could pay for the officials, pay for Lawlor, and pay for their uniforms, that would be a big step, because women's athletics lose a lot of money. But again, it's crowds.

Men's basketball is the godfather. Football, if it pays for itself, is fine. Men's baseball has a great fundraiser, and they make some money. They don't pay for their whole program, but they pay for some of it. Men's golf pretty much pays for its program now from the endowment. Men's tennis I don't think generates any money, as does women's tennis. Skiing is the same thing. Boxing, which is a club sport—they count as a sport—pays for itself, because there seems to be a great following here. It seems to me that the women's swimming program has a great following, but you're not going to make any money. I think the volleyball program generates some revenue. I think golf now has a fundraiser, do they not? And they are generating some. You can do that in golf, because people like golf, and they like to play in those things.

Do you know when the women's golf team came back?

I kind of lost track. Anytime I leave someplace, I kind of just leave it—I don't want to stick my nose in things anymore. In fact, I haven't even met our men's golf coach. My wife met him, and he wanted me to call him, but I kind of feel funny doing that.

When I left, Tom Duncan took over, and he was a very good friend of mine and a wonderful guy. He wanted me to come to the Wolf Pack Classic the second year he had the team, so I went, and one of the coaches came up and said, "Gosh, your team's not as good as it used to be."

Tom was there, and I just felt terrible. I thought, "I'm never going over there again," because you can't compare.

The women have a nice golf team, they really do. Jody Dansie, the gal that's in charge, is from Arizona State I think. She had been an assistant there and was a player, too, and that's what they needed.

Patty Sheehan came back from the pros, and her caddy, Carl Laib, took it over, and that's when it really started. Patty would kind of help with

lessons and stuff. Can you imagine that—having a hall-of-famer help you? Then Carl decided he didn't want to do it, and then they got Jodie Dansie, I think.

We haven't mentioned this yet, but I think the state now is giving plenty of in-state and out-of-state waivers both for the men and women. With the fees in the fee program at the university, so much goes to both athletics. Now the men's programs aren't paying for the women's programs, because they're getting all their out-of-state and in-state waivers—and that's a chunk of money—plus the students are giving so much to both men and women, and that makes a huge difference. If they had done that at the get-go, I think both programs would have gotten better earlier.

As golf coach or as the women's coordinator did you have any direct contact with the Intercollegiate Athletics Board?

Not really. The Intercollegiate Athletics Board really didn't have much input into everything, I don't think. We had direct contact with the athletic director. You would go in and say, "Dick, our women's basketball program really doesn't have enough waivers or anything."

Then Dick would say, "Everybody else doesn't have enough waivers or anything," which meant we were not getting any more, and that's pretty much the way it was. We had what we had. There were no two-year boosts in salaries, which weren't very good. I don't know what the women were making, but they certainly weren't making as much as the men.

Their programs didn't get as much money as equal programs. I know the baseball team at that time got more than softball and so on. Men's basketball got way more than women's basketball. Track and field were about the same. Cook was very good at getting in people that could get scholarships from the [academic] scholarship department. I used to tell the women to do that.

Pat Hixson mentioned that what was helpful with softball was that they were always good students, so if you couldn't get athletic scholarships, a lot of the time you could get academic scholarships for them.

Exactly. Pat did that because I think Oly Plummer knew how to work the system, and you had to know how to work the system. I don't think you could tell someone how to work the system—you could just suggest things they could do. The girls that were really against those things were the basketball people, and at the time, some of the volleyball people. They felt, "Wait a minute, we're here, and we should be funded. This isn't our job to have to get this."

I could go to Bob McQueen and say, "If we get some good girls in, could we get some kind of scholarships?"

A lot of times people I knew at junior colleges would call and say, "This girl is a really good student and a really good player."

Then you would go to the coach and say, "You might want to recruit her."

"Well, I've never heard about her."

I would say, "I've got it under good authority that she is a good player, but it's up to you."

I did that a lot, but I didn't get a lot of response.

I was wondering if you had any role in recruiting.

I did. In fact, I played with a guy at the university whose daughter was dynamite. He had her at a junior college, and she might have been one of the best players around. She was about 6'2". I went to our basketball coach and said, "If you give her a call and talk to her parents, I think the parents, financially, are in pretty good shape," but she never followed up. The girl ended up going to Cal and becoming an All-Pac-10 player.

At this point did you want to talk about some of the memorable events from when you were coordinating women's athletics?

I think one of the most exciting ones was when we won the Division II national championship in swimming. It was incredible because, as we've

talked before, they didn't have a lot to work with, but they had some terrific girls. That's when I really realized that maybe this is a good thing, that we can get these started.

I think our softball team was very good. I think maybe the biggest thing is that you could see that things were going to turn around. They were going to grow, and there were going to be a lot of hurdles that the programs were going to have to meet and get over to get better. I think the administration finally decided that they were going to have to put something into the programs.

I think there was a lot of animosity from the men's programs, because at the time the men's programs didn't have a lot, and they had to share what they had, and most people aren't good at sharing. Money is always a factor that you wish wasn't there, but it is.

I think the swimming thing was incredible, because all the girls were very, very good students—all B and A students. They were pretty much doing it on their own. They didn't get a lot of help, but they were really excited about the program. I would go to the meets, and they were all so upbeat, more than any other program. I think it probably had a lot to do with Jerry Ballew, who was very upbeat and had a nice background. It was a shame that he quit coaching, because I felt that he really understood what was going on. Then after that, every swim coach we got was excellent. The other day we won the swimming championship in the WAC (Western Athletic Conference), and that's tremendous!

Swimming was a big one for me. I had trouble with volleyball and the softball. The coaches were great, but they didn't want to work together, as we talked before. It was just that they were struggling so much and really didn't know how to get out of it. We really didn't have any answers for them, because the answer, as I said, is money, and we didn't have it. It's no fun to take teams to compete against other people that have everything. You are just not going to beat them, and sometimes you're going to get humiliated, and it's not right for the kids to be put in that type of situation.

At this point you were in the Big Sky conference?

Yes. We had Boise and Idaho and Idaho State and Montana and Montana State—all state schools, pretty much like us. I think they had a few more resources than we did at the time. It was a good league for us then, but the thing was that football dictated everything. Football was I-AA, and all of the rest of the sports were I-A, which doesn't make sense. Football teams are going to play this way, and you've got to play up here if you want to advance in the NCAA's. I always thought that was really wrong, and I still believe that the NCAA should divide into two divisions, because we're not going to compete with the Big East, the Southeastern Conference, the Big 12, the Pac-10, the Big Ten. We're just not going to compete with them, especially in football. They have too many resources.

With the swimming team in 1979, were most of the girls on the team at that point local? Was there money for recruiting?

I think it was about 50/50. At that point in time the tuition was very good for people out of the state to come in here. You could go to school here cheaper than you probably could at some of the colleges in California, especially—Cal, UCLA, and the big colleges were way more expensive. They could come here to a smaller school, get a good education, and it didn't cost them an arm and a leg. So, it was a mix. In fact, I would say most of them were out of state.

They were terrific, and three or four of them are in the Hall of Fame right now. I know when I got in the Hall of Fame—I distinctly remember this—it was halftime at a football game, and three of the girls were there, and it was really neat.

Being inducted into the university's Hall of Fame was one of the most exciting times of my life, because I had spent pretty much my whole life here. I went to school here, got my master's here. I coached here and played here. It was a really big honor, and then I was fortunate enough to get the Jake Lawlor Award. They give that once a year, and that's big time. I loved Jake. He was my coach.

The award was for being outstanding in athletics for that year. They give it at the governor's dinner. You go to the dinner, and you're presented

with the award. Jake was the father of athletics here, and he kept athletics alive when we could have lost everything.

I was always fortunate. This school was good to me. I got emeritus status when I got out, which was really neat for a dumb Basco that can hardly talk English. I thought Joe Crowley was terrific.

I got into the Hall of Fame and got the Lawlor Award the same year because I was leaving the university then. I was really surprised. I retired from the university in 1994, and I quit coaching in 1997. I retired at the time where they would give you a year's pay to retire early. I had fought the finances in golf for so long. You get tired of fundraising yourself, getting money for your program yourself. We were starting to get our endowment then, and I thought this was a good time for me to get out of here.

When I first got out of the university I went to Elko. I taught, drove the bus, coached, and did all these things, and I figured that was the way it worked. Then I came to Wooster, which was really exciting for me, and somebody else drove the bus and did the other things, and that was great. But to get to my point, when I went to the university, I thought they were going to fire us, because I was teaching and coaching, and it was like, "My God, I've never had this much time." Because I wasn't preparing for history classes, and I wasn't doing those other things. I was teaching athletic things that I liked. In fact, I told Dick Trachok that one time.

I said, "I hope somebody doesn't find out what we're doing. They're going to fire us."

And then I used to laugh, because some of the professors in our Rec Department said how hard they were working, and I used to think, "Wow, you don't have a clue." There are so many up there that do so much good, like you guys—lots and lots of good—but I saw some people I thought were really taking advantage of the system, and the Basques don't do that. [laughter]

You mentioned that there was so much going on when you were helping to run the women's program that it didn't leave a whole lot of time for fundraising.

I got very, very frustrated. I didn't do the women's program any justice. I honestly felt I didn't. I just felt that I didn't have the time and the resources, and the program at the time was spinning its wheels. It needed a real shot of money to get going, and they weren't going to get it.

I remember when Anne Hope came she was so excited. You couldn't discourage her, but I knew she was going to run into the same things that I ran into, and she did. Then she left, and I can't remember who came in next, but it was the same thing, the frustration that everybody had. And there was anger, too. I understood the anger, but I didn't know how to change it. I honestly didn't. I think if I could have done what I wanted to do, where you would get somebody—not me—to head the program, and then you would get somebody where all they did, was fundraise. You have to pay them, and they have to do it.

Finally, they did that. It's just like everything up there. At the time, we didn't have concessions at the football games, so I hired the tennis people, the golf people, and all these people, and we started concessions. I even did some of the cooking—hot dogs and cokes and stuff like that.

I didn't mind it, because our kids were able to get some money that we could put back in our program. Isn't that the damndest way to do things? But the way I was brought up, you just did those things. Most people would be ashamed to be down cooking hot dogs at the football game when you know everybody. They started teasing me and calling me, "Johnny Hot Dog." [laughter] But it was a way that the programs could get some help, and most of the programs participated. I felt sorry for the kids, because you were almost saying, "You're going to have to do it." They got paid a little bit.

Was that something where all of the teams kind of helped each other out? They did different things and attended each others' meets and games?

Yes, and I think the women really came together. I could see it more after I left. By golly, they were going to succeed, and they had a lot of grit and enthusiasm. We lost a lot of coaches. They

came and went, because they were hiring people who really were grad assistants instead of coaches.

While you were working with the women's program, had the paperwork and tracking for Title IX come up yet?

Not really. Title IX really came in after I was out of there. NAIA was what they had when I was there, and I went to a couple of national meetings for that, but they didn't really have the teeth that Title IX had.

Was the NAIA like AIAW?

Yes. I always thought that most of these people were really PE people that got into athletics. It was a start, and they worked really, really hard. I felt that they had a lot of bad feelings for the men in athletics, and I guess I understand it. I think I was fortunate to be there when they really started things, to see where it was then and where it is now.

Were you involved in any of the self-studies that they had or were those afterwards?

No; I wasn't. Like I said, I was doing too many things to really do the right things. I was also on the Academic All-American Golf Program for twelve years; I was the chair of the NCAA golf in Region VII, and I was doing all those things.

It was really interesting. I loved the Academic All-American because in those programs—golf, tennis, swimming, and volleyball—you were really getting bright students. It was really nice to see a guy that you know will be going on the tour, and he is a 4.0 student. And they are not taking dumb classes. They are in engineering and things like that, and several were going to go into medicine. It just blew my mind. They were in those big programs where you played a lot of golf and you were gone a lot. We would go and have a Friday practice round, play thirty-six holes Saturday, play Sunday, and then we had to get back. But they were doing that almost every week, and they had it in the spring and the fall both.

With the academic all-American program, did that include women at the time?

That was just men. I think they have incorporated that now in all the women's programs and the NCAA sponsors the championships and you pay your way. But the women have the same thing now, and that's pretty exciting. Boy, there are some really, really good women players. It amazes me how good these people have gotten.

I remember we were down at Stanford, and it was when Tiger Woods was a sophomore in high school. The Stanford coach and I were very good friends, and all these tournaments had a dinner that you went to, and it was really kind of neat, because golf is set up that way. I asked him how good Tiger was, and there were probably fifteen of the top twenty teams at this tournament, and he said that right at that time, Tiger would play number one for every one of these teams.

There were some great players that are playing on the tour now, and that's how good he was. It amazes me. I watch him, and he is so focused. Tiger is a killer when he gets on that course. Not only does he have a great ability, but he has gotten himself in magnificent shape, and you never hear about a sports psychologist with him. I think a lot of it is his Oriental background, his mother. You know how they are.

I had several Orientals on my team, including Nobuhito Sato from Japan. He studied for a whole year to get in the University of Tokyo—a whole year, every day, about eight to ten hours, and he couldn't get in there. He came over here, went to junior college, came to Nevada, learned to speak English, and got a business degree. It's a different culture. His teacher—they call them teachers there, not coaches—would hit him with a bamboo pole if he didn't do well—make him sit cross legged and so on. I don't think you could do that over here.

Tiger is definitely in a different zone. They come along every once in a while, but he's been special. He won every one of his college tournaments but two—well, more than two—and the two NCAA championships; he never won the NCAA championship. The year that he was

a sophomore they had a playoff with Oklahoma State for the national championship, and Stanford lost. There are four of those guys playing on the tour—that's how good they were.

Who were some of the memorable people that came through your program when you were coaching, besides Patty Sheehan?

She was amazing. Kirk Triplett got two engineering degrees while he went to school here. [laughter] I think he got one B, and I think that was in music appreciation. He was an amazing guy. I didn't think he was ever going to be a pro, because he played on some very good teams. He was always a contributor. He would shoot 72 to 76, never higher, never lower, and I had a bunch of guys that could go deep and shoot 65 or 66.

I so admired Nobuhito Sato for what he did. One of the tournaments we had at the lake, he came up, and he was kind of asleep. He'd been studying all night and came and played, went back, and studied all night again. He didn't stay with us up there, because he was getting ready for this final. He was a memorable one. Charlie Wi was an exceptional talent and a great guy. Dean Minetti, a Reno guy, was terrific.

All those guys graduated, and when we were in the Big Sky they all made the academic teams. That, to me, was the big thing. Athletics is something, but to me they have always just been ice cream, you know, for your dessert. I was always so happy to see people graduate. When I was playing for Jake, everybody graduated—every single person on that team graduated. When I was with Padgett, most every kid on the team graduated. After that then, whew.

Maybe, since you were coming from golf, you wouldn't have noticed as much difference.

Women were way different. All the women were graduating. You've got to take some great pride in that. The teams weren't very good, but they all graduated. Here were people that were really student-athletes. I know when I was recruiting in basketball, towards the end of my

tenure, I brought some guys in that didn't have a chance to graduate, and I thought that was wrong. You did it, because if you didn't win, you were gone. It's a Catch-22, and it's wrong, and it's still happening. I see the guy at Indiana got fired. He got fired at Oklahoma, and he got in trouble at Washington State for doing the same thing. He's been a cheater all along.

The women's program still graduates more, and if you look at the academic all-stars in our conference, I would say that 70 percent of them are women. You've got to really be proud of that. I still don't think they have as many opportunities to go into professional sports as men do, but then I don't think we get as many dreamers as some of the schools get. Kids know they're going to go through school. They've got the sports that they love, but they are going to graduate, and a lot of them go into coaching and teaching other things.

Do you think that the way things have shaken out over the last twenty or thirty years, that women's programs overall are closer than some of the men's to that student-athlete model that the NCAA set out?

Definitely. There is absolutely no question. That is what it was all about.

I think that of all the sports football and basketball probably have the most trouble. When Trent Johnson came here, and now Mark Fox is here, they graduate, and they go to school. I always have thought that if you bring somebody in, and even if he isn't a great student, he goes in every day, introduces himself, and asks, "What can I do extra to help my grade and to get me through?" then you'll help him. But if you've got somebody that never shows up, and then the coach says, "Hey, this kid has got to get an A."

"Yeah, right."

To me, that is so important, and the girls epitomize that. They really do a good job academically, and they should.

Do you think that has been changing since Title IX? Do you think there are more pressures on the women now?

No. I think they are still better, and this is no prejudice or anything, but I think black athletes have always had more trouble. I don't think in a lot of the grammar schools and high schools that those kids are getting the preparation they need to go to college. Most colleges will have the 2 percent rule, where 2 percent of the student body can get into school with lesser grades. You talk about the great Cal and all of those, but they've got the 2 percent rule, and the majority of the football and basketball players really aren't . . .

Because of the amount of money that is made from football and basketball, the NCAA gets these TV contracts that are unbelievable. We get a million dollars a game in the NCAA basketball tournament. A million dollars. We played three games that one year and got three million dollars. Boise State goes to the big bowl game and gets sixteen million dollars. You look at Michigan, and they have 110,000 at every football game, and the average ticket is \$30. Concessions, parking, boom, boom, boom—they are able to support the rest of the programs, and their basketball makes a ton of money.

In the Southeast Conference, basketball for women now is getting better and starting to make more money. Tennessee—their coach is so good, and they make a ton of money. The place is full all the time. That's the way you hope you could get a program, but they are playing on that national level. They are one, two, or three in the country every year. That's exciting.

I think our softball team will get ranked this year, and it's going to make a huge difference in the people coming to the game. Somebody will read, "Wow, the softball team is 20th. Let's go watch them this weekend." Last week they beat Arizona—the number-one team in the country. You say, "We haven't got anything to do this afternoon. Let's go over." They've got the nice ballpark now over at the old Bishop Manogue High School, and you want to go see it. But if they're 0-72, and they say, "Come and watch us play," you say, "I don't want to watch that."

Women's basketball has done a nice job this year. I feel so good for her [Kim Gervasoni], because, God dang, she had a tough year last year,

losing her husband, and she is a really class gal. I think the coaches they have now are really classy.

You actually would have been dealing with the women's program when they went from being with the AIAW to the NCAA. As far as regulations go, did that make a big difference?

I think they were different rules. When you first start programs, you don't usually have a lot of rules governing them. In the early 1970s and even into the early 1980s, the programs weren't high profile like they are now. I guess we could say it was a learning experience for everybody, and unless you were at a Stanford or a Cal or one of those schools, you didn't get the type of athlete that they got. You didn't have the type of programs that they had.

Another thing about Nevada is that we changed conferences so dang many times that we really didn't have traditional rivals. We always say Vegas, but Vegas doesn't care about us—never have, never will. They are in a different zone, and they have way more resources. Although we have caught up to them in football and basketball, the other sports still struggle with them. So, big changes, and then the NCAA came in, which is a good thing, because the NCAA monitors everything. You have to take so many units, and you have to pass so many units, and you have to move towards graduation in four years. You can go here ten years and fight for it, but like I said, women were easier, because they were good students.

Were there more regulations going to the NCAA from the AIAW as far as when practices could start prior to a season, or was that something that came later?

I think they were different. I think they almost followed high schools when they first started—like basketball was going to start at a certain time in November or early December. Now they start working out in July. The NCAA was more solid, and you knew where you were and what you were doing, because the governing

bodies had been in place for a long time. And the AIAW never had the resources that the NCAA had. That might have been the best thing to ever happen to women's athletics—going to the NCAA and Title IX. Those were the big boosts for their program.

What about the move to the NCAA do you think was really important for the women?

I think what really happened is that when this happened with Title IX, the schools were told, "If you have this here, you're going to have this *here*." It's not a question of, "Do you want to do it?"

You have three or four years for compliance. Within that period of time, you better meet these certain things that you have to do—certain scholarships, certain amount of people, and so on. It wasn't a question of, "Yes, I'll do it."

"You will do it, and you will do it in a certain time."

We've got to be very proud of this program up here, because they are one of the best in the country in compliance, and that is pretty amazing. I'm sure there are still men coaches in the minor sports that might be complaining. I think everybody is better off. Everybody knows where you stand. You know what you have to do. It's like if I took a class from you, and you said, "You have to do this, this, and this."

And I said, "What if I do this and this?"

You would say, "Well, you're not going to get through the class, because you still need to do this. Here are the parameters."

We're going to have as many women athletes as we have men athletes. The NCAA made it. Like basketball has thirteen scholarships for men and fifteen or sixteen scholarships for women, and this is how you try to get compliance. I don't know if they ever will be able to really and truly do it because of football. I don't think football should be in the mix, but it has helped the women's programs. It has really spotlighted the women's programs.

At this point would you like to talk about being named coach of the year?

What they usually do is, if you win conference championships, they make you coach of the year. I was very proud I was Region VII Coach of the Year twice, and then eight people are up for National Coach of the Year, and I really thought that was a tremendous honor. Yes, those things are neat. I think the early 1990s and late 1980s we won a whole bunch of championships, but I've always thought that you win championships because of the athletes. If you've got better golfers than somebody else you're going to win.

But you're the coach.

No. In golf it's different, because all the people I brought in at the end, from Europe and Asia, they all had teachers, and they all had programs that they followed, so what I did was arrange their practice schedule. I got places for them to play, and I arranged the travel. I did all of these things. I put them in position so they could play without a lot of stress mainly.

Now I see more and more professionals going into coaching—people that played on that level—and the level of play has really accelerated. Same thing with the women. I think our coach at the university [Jody Dansie] played at Arizona State, was an All-American, and played in the pros. Now, she has a real background to teach them. I don't think so much in basketball. I know it's not happening in volleyball, but in softball, yes. Our coach is another one that came from Arizona State, I think she was an All-American player, and so they have more expertise than we had or were exposed to.

Myself, as a coach, I learned; I learned how to coach, and I learned how to deal with people. With parents, especially at the high school level, you have to understand that they have a child that's the joy of their life and is the best player that ever came on the earth, and that's the way it should be. But then they have to understand that you are in charge, and this is the way you are going to do it. Even with the good players I had, this is what we were going to do. If you didn't like that, you could move.

I had a couple of kids, a black kid especially, that thought I was against them. He lost us a big

championship at New Mexico. We were winning the NCAA regional's, and he had four or five holes, and if he just could have kept it together . . . I followed him for thirteen holes, and I said, "Do not take out your driver." He could hit a driver a mile, but it would go this way and that way, and the course wasn't that long. I left him, because one of the other kids was struggling, and he, I think, had three double bogeys and a triple on the last five holes. We went from first to tenth, and they took nine teams to the NCAA championships. I was just sick, but it was my fault in the first place for bringing him up here. He had stolen and done some things at the school where he had been, and he really wasn't a person of good character.

Golf is a game where you are honest. He was a person that had a chip on his shoulder. His dad worked at the Olympic Club, a good guy, and the kid really had talent, but he wouldn't listen to anybody. He was going to do it "my way." If you look around when you see people transferring, there is a reason why they are transferring, and it always isn't the program they came from.

Especially if it's not from a junior college level?

Yes. Even then, why are they at junior college? Because they don't have the core credits to get into college. It's like Johnson, the big kid we have here. He's not a good student. He's worked hard and everything, but he came from a junior college. He was a McDonald's All-American in high school. Wow, from Oakland.

So, there is my life and my philosophy. I just always felt when I quit coaching that I didn't miss anything but the kids. I loved to be around the kids. It keeps you young. I used to listen to Kirk and Dean and all those kids, because they were all so bright, and they would be talking in that van, and I just thought, "Wow." They weren't talking about girls and this and that—they were talking about their studies. It was really neat.

Any final reflections you have?

I look at it now, and I feel really, really proud that I was just a really small part of when it

started. I am just thrilled, because I have some granddaughters, and I can see that the oldest one is going to get a great education at a great institution, and it's going to be paid for. I have a younger granddaughter that is better than all of them. I have a grandson that is going to Miami of Ohio on a full ride—a magnificent school. Academically, it's one of the best. Little Alexis I'm sure will play at one of the big conferences, because she is so talented. I think, "Wow, this couldn't have happened years ago."

My daughters and I talk about it. My eldest daughter, Kim, is very, very bright and had so much athletic ability, but at the time, there was nothing available. My youngest, Sherry, is eight years younger, and they had started programs when she was in junior high school, but a girl knocked her down and didn't say she was sorry, so Sherry quit. [laughter]

Kim and I have talked. She's got a young daughter who is about nine, and she's going to be a stud. I said, "It's such a shame that they didn't have these things when you were here." They have the little programs now. Kim's daughter is in a basketball program at the YMCA, and they all get to play, and it's a joy watching. Before, I wouldn't go to a game. The boys had everything then, and the girls had nothing.

I think we are on the right page. I wish they could do more in fundraising, but now they have people in place to do that. I think that the right things have happened—maybe the wrong ways sometimes—but the right things have happened. We have to applaud the people that really pushed these programs to where they are now. And that's it.

PAT HIXSON

Pat Hixson: I grew up here in Nevada and went to Reno High School and then came on up to UNR and played sports here for four years and then continued on as a coach. I stayed here until 1989, I believe, in various coaching positions. My parents actually went to UNR, as did my brother, and they all graduated from here, so that's kind of a family thing, and I'm proud of that.

My father was Charles Hixson, and I believe his major was engineering. My mother, Mary Gojack, had a dual major in political science and history with a teaching degree, which I don't believe she ever used, but she did go into politics, so I guess she did use that part of her degree. [laughter] My brother John's degree, I think, was in political science, also.

Mary Larson: When you were growing up, when did you first get involved in sports, or were you always involved in sports?

We never really had sports when I was growing up. We lived out of town, so it was mainly my brother and myself. We worked in the yard doing chores, gardening, playing out in the countryside. There were no organized teams. My parents divorced, and I was moved into town. I was in junior high at the time, and it was my first

exposure to athletics, as they were called—gym, in-school PE, those kinds of things—and I liked it. I played in the little junior-high teams. We had a teacher there that kind of took an interest in a couple three of us and probably kept us out of trouble. [laughter]

I went to Clayton Junior High and from there to Reno High School, and at the time—we're talking 1970s—there wasn't really much organized athletics for women or girls, but we did start basketball and volleyball. When I was there, we played other schools. And in, I think it was, my junior year we started playing softball there, but I guess because I grew up *doing* things, I was athletic. So when it was time for us to graduate, there was a group of us that all were the same age, and we played on a softball team together, a traveling, fast-pitch team.

The team was the Reno Royals, and I think we were formed in 1971. I played on that team for twenty-some years playing fast-pitch. But there were girls from all over. I guess it was the first traveling team, per se, for high school. You know, we weren't like today's kids where it was a big deal, but it was just something to do. So there were girls from Manogue and Reno and Wooster.

We were close to the same age, and it wasn't a conscious decision, but we just all went to UNR,



Pat Hixson

and partly probably for financial reasons at the time. There were no scholarships for women athletes, and you were never going to make a pro career of it. But we had ties to UNR, because we would come up to the Old Gym. In those days the gym was open, and anyone could come up and play basketball so this group of girls would come up, and we would play basketball. We would take one basket, and there would be guys playing all the rest of the baskets, and we never thought anything different. I mean, no one told us that it was wrong or that we shouldn't be here, so we never had really any problems along those lines. Unfortunately, today I don't think those kinds of things happen, because everything's locked down.

Anyway, we all came up here, and we all played volleyball and basketball and softball—the same core group of individuals. There were probably six or seven of us that went through school together doing that. There was Bridgete Galvin—she's now Bridgete Brush—and Jan Mecham, Lynn Barkley, Sue Pierce. Those were pretty much the ones that were more continuous. We had people who would come in and play for three or four years and then fade off, or who only did one sport, but we pretty

much did the majority of the sports. So that's how we ended up here.

Did you have any coaches in high school that really had an impact on you?

No. I had no coaches. I'm sure there was an adult faculty advisor or something like that, and they probably did the line-ups. From my memory, I always kind of took charge of the teams. I'd set up line-ups, so it was very easy for me, I guess, eventually to transition into coaching, because I'd been doing that since high school, even though there was really no one there to show me the way. There were people on the fringes. Oly Plummer came. Just as pure coincidence, she did her student teaching at Reno High. I don't remember her, but she must have been there at some point and maybe mentioned UNR. It was here. It was the only place in town. [laughter] So those were pretty much the main people, and most of us still all stay in touch, but not necessarily on a regular basis. We all don't stay in touch with everybody, but we all know what everyone's doing.

When you got here in 1973, were any of the women's sports recruiting at that point for UNR?

No. I don't think recruiting really started until maybe 1974. The first scholarships for women, at least at UNR I believe, were offered in 1974, and I think Bridgete got a scholarship, and Lynn Barkley got a scholarship. They were not scholarships like they are now. It might have been books, might have been some fee reduction, but certainly it wasn't any kind of full rides or anything like that.

I think Bridgete was in the dorm her freshman year, but the rest of us all lived at home. Then the first out-of-state scholarship would have been in 1975—volleyball and basketball scholarships—one to Cindy Rock and one to Denise Fogerty, but as part of their scholarship, they had to play the other sport.

Cindy was basketball, Denise was volleyball, and at some point there, Dr. Lilly, who was the athletic director and also the coach of basketball and volleyball, gave me a scholarship for my

junior year, but she gave it to me in basketball because she knew that I would play volleyball and softball, but basketball was my least favorite sport. So to make sure she had the athletes, she used her money wisely. [laughter] It wasn't that I didn't like basketball, but it was my least favorite.

So what was your first impression of the women's athletics program when you got here?

It was different. We came up here, and I think we were probably asked, "Are you going to play?" I remember now being asked from somebody who was on the team the year before—not a coach or anything, just a player. I can't even remember who it was, but maybe it was someone from Reno High or someone who knew me, I would suspect, from softball.

Who knows the connections in those days, but they asked, and I said, "Well, I don't know. I don't know anything about it."

She said, "Oh, come out."

So that's kind of how it all came about, and there were a lot of girls in those days. It wasn't like it is now where there's ten or fifteen players, and then there's almost as many support staff. In those days it was a head coach and, if you will, a JV (Junior Varsity) coach—the B team for their younger girls. So there must have been twenty, twenty-five girls out participating.

Pretty much anybody interested could play, and then I think there was attrition during the season, of course, of players who had lost interest or lost eligibility, if we even had eligibility that first year or two. But they got on to different things.

You mentioned volleyball, basketball, and softball. Were there any other sports that they had at UNR at that point?

Gymnastics was the only other sport. It kind of overlapped. In those days you played volleyball, and then you played basketball, and then you played softball. I was also still on a softball traveling team, so that overlapped a little bit with basketball, and then it overlapped with softball, so there would be weekends we

would be softballing for UNR, turn around, come home, and go back to play softball for the traveling team.

There weren't as many TV stations or Nintendo in those days, and we were all the best of friends. I mean, literally, we saw each other 364 days a year. Rain or shine, we were together. We were doing something, usually athletically inclined—just coming up to the Old Gym to run, or there were times when we would take the snow shovels and scrape snow off the basketball courts over at Jessie Beck Elementary just to play, because it was something to do.

And you had mentioned before coming up to the Old Gym, so you were probably pretty familiar with campus before you ever got here.

I was familiar because my mom had come here. She was a single mom at the time, so once in a while she would let us ride our bikes down to the campus. We would meet her at the student union and have lunch, and then she would take us home, so we knew the campus area, certainly.

We all at some point had had a field trip up here or something, then once you were playing, you know, someone would say, "Oh, the gym is open." You were always looking for places to play. Someone had a key to a gym or to a tennis court, and people found out.

When I first got to UNR, the coaches would have been Dr. Lilly in volleyball, and Oly Plummer did volleyball also as the assistant coach. There were the same coaches for basketball, and then Oly had softball. I don't remember who was the gymnastics coach.

It sounds like a lot of people played volleyball, basketball, and softball, and it tended to be the same group, but gymnastics was more separate?

It was a different size by structure. [laughter] And because of the overlapping of seasons, there was the problem there.

Now, what kind of support was available for women's sports when you were a student-athlete?

As far as injuries, there was no trainer. The coaches were your trainers. I can't remember until maybe our junior year really that much support anywhere. Relative to today, we had fairly good turnouts for our games, our matches, so there was plenty of student support. As far as financial support, there wasn't much, but at the same time, we didn't know any better. If you don't know you don't have it, you get along without it, so none of us were asking for tennis shoes to play. If you wanted volleyball shoes, you went out and bought them. You raised the money through your parents or with your job or whatever to get the money yourself. You didn't expect anyone else, certainly, to provide any of that stuff. As a matter of fact, I think the first year we played ball up here, you had to rent your uniform. You actually paid to use the uniform for the year. It was the same uniform for a couple of different sports.

I believe that was the first year, what would have been 1973-1974. Then we got uniforms again that we used for multiple sports, but we didn't have to rent them, so that was big for us. The rent wasn't that much. I think it was five bucks, but I don't really remember. We felt like we were moving into the big time when we didn't have to pay for our uniforms.

As far as administrative support, you never really saw anybody, but we never really had anyone saying to our faces anyway, "Well, why are you guys here?" I can't remember at any point anyone saying women's athletics shouldn't be a part of the program. Yes, there was a struggle going on financially. We knew about that, of course, and you had to have that financial support, but there was never any question about whether we should be competing.

There were going to be women competing. The ball had already been put into action. Title IX was coming into its own at that time, and none of us were, as players, really politically oriented to play. We weren't playing to make a statement in those days; we were playing because we loved to play. So some of that stuff washed over our backs, and when you look back at it, you think, "Oh, that was going on?"

Was anything going on with funding from ASUN (Associated Students of the University of Nevada) while you were there?

Certainly. There was always talk about fees. Not women's athletics, per se, but athletics in general in those days got like three dollars a credit for funding the whole program. Yes, we didn't have a lot of money. If we went on trips, we would sleep in the gym of the opposition, or we would sleep four or five to a room. We traveled in two vans, crammed in there with all the equipment and all the coaches. Well, I can't say all the coaches, because there were only two people, but the teams weren't just the ten or twelve girls they have now. It was probably twenty to twenty-two kids plus two coaches and equipment in two vans. We would cram in there, and sometimes we had people once in a while sitting on the floor, or the equipment would be on the floor and someone would be laying on it.

We would travel down to Sacramento or the Bay Area or wherever we were going, and then when we got there, we would play immediately. We got off the van, changed our clothes, warmed up for fifteen minutes, and we were playing. Then we would go and sleep in the gym or at a Motel Six, the cheapest you could find. We would get up the next morning, and we would play again, and we would come right back home. There were no frills or anything like that.

They didn't give us meal money. We were told we could have five dollars for lunch, but we all *knew* there was no money. So if we wanted to play for two more weekends, we didn't sit there and say, "Well gosh, I get five dollars. I'm going to spend five dollars." People didn't do that. If we got five dollars, we were going, "Oh, that's a lot. I'm just going to get a hamburger," for ninety-nine cents or eighty-nine cents or whatever they were in those days, because if we didn't spend that money we could travel to more games. We all *knew* that, but no one ever really said, "Don't do this." But we knew.

Were you aware of what the men's teams were getting when they traveled at that point?

Not dollar-wise. We knew that they weren't sleeping four to a room. We knew that they would spend the night before a game at a location. They would fly to places occasionally. I don't remember too much about their schedule. You know, we were so busy, because we were playing a lot of sports, and it was bang, bang, bang, but, yes, we knew they were getting more money than we were. We were just glad to play. We were glad to have competition; we were glad to have a place to play and have coaches.

Speaking of places to play, what about the facilities? When you were a student, where were the women practicing, and where were they playing?

Well, for our indoor sports, of course, we used what is now called the Old Gym—in those days it was just “the gym”—then for softball we used Idlewild Park. We also had a facility up by the planetarium that was just a grass field. I think they played intramural soccer or intramural football, flag football, on it. We would practice up there once in a while, but mainly for softball we were over at Idlewild in the city.

Did you have any trouble with scheduling, conflicting with the men or with rec or intramural programs, that you remember?

No, not too much, because initially we didn't play that many games. I think the first few years we might play anywhere between six and ten games, then it got a little bit more each year. I was looking over in my notes before I came, and I thought, “Wow, we didn't play that many games.” It sure seemed like a lot.

So scheduling wasn't so much of a problem. When we got into about my junior year, they worked it out. The coaches and the A.D.'s, I'm sure, worked out scheduling, because there was practice more than games.

The guys always got first choice, and usually we took whatever else was left, which was fine, because the guys practiced earlier, because they didn't take as many classes. [laughter] We were students first, and then we were athletes. I can't

say I was the best student, but we took full loads—fifteen credits. We didn't take the minimum of twelve, but we might take seventeen. There were plenty of seventeens and twenties—credits being taken—so we needed that extra two hours for class time, whereas the men practiced at one or two o'clock, and they had to get taped and all, so they had to be done with their classes by noon. Sure cuts into what you can take.

If we had labs for chemistry or biology, we took those in the afternoon. We took our classes, and then we would come to practice. So if we had a lab on Tuesday, and labs were usually one to four, we would come to practice at four o'clock. And we ran to get to practice, and we were there, but they didn't say, “Well, you can't take this lab.” They didn't call your professor and say, “Well gosh, they're an athlete. Can you change this?” None of that was happening.

What sports did you end up playing when you were here, and what were the teams like?

I played all four years all three sports—volleyball, basketball, and softball. We thought we were pretty good. I think, athletically, we were as good as the athletes today. Maybe we were a little smaller, but everybody was smaller then. We were more athletic than, say, some of the schools we played against, certainly, because they were more city girls. Most of the kids here weren't country girls, per se, but we had more room to run. Some of the kids were from San Francisco or Sacramento, and they just didn't have the same running room, really. Plus, playing more than one sport, we used our muscles in different ways for each sport, so overall, we were more athletic, and when we weren't doing organized sports, we were running, we were skiing, we were doing everything else.

We definitely were more well-rounded than today. I guess one of my biggest complaints is that we're pigeon-holing these kids at too early of an age. It used to be where you didn't decide on your sport until you were older, until maybe you were in high school or college even—college—and it just keeps getting younger and younger and

younger. So now kids at eight, nine years old are only playing one sport. Then that's the only thing they can do, and they don't get to experience the different dynamics with different teams.

Each sport has its own personality, and so do the teams. You may say, "Well, gosh, you just said you were all kind of a core group." Yes, we were a core group, but each sport had different skills, so the person who might be good in volleyball might not have been the best person in basketball, and definitely the best people in basketball weren't necessarily the best people in softball. We all just learned to live with each other that way, and we didn't say, "Gee, I'm better than you because I'm better at *this* sport."

When we would come play our pickup games, I hated shooting. I was a guard, and I hated shooting, but they would pick me to play on their team because they *knew* that I didn't like to shoot, so they could shoot more. Well, that worked out fine, because when we were playing for the university, then the shooters had more practice, and I had more practice doing what I wanted to do, which was dribbling and passing and those kinds of things.

And by the time you were there they were doing full court, right, as opposed to the split?

Right. Before, they had the six—three and three, and then before that they did two, two, and two [people per zone on the court]. But by the time I was here, it was real basketball. No limits on how many times you could dribble or anything. I think when I was in high school we still played six-man for a while, but by the time I was up here, it was five.

Was it around 1970 or maybe just a little earlier when it started to shift?

Yes, and it depended on where you were, too. In Iowa I think they were still playing six-man until just recently. [laughter]

You mentioned who some of your teammates were. Was there anyone that was particularly memorable

that wasn't from that core group of Reno and Sparks girls?

Sure, there were people that would play a sport, or they would play a season. There was Glenda Hayes. She was a big girl—six-foot something and just rangy and stronger than an ox. I don't know what she did, but she must have grown up on a farm, because she was strong. I mean, the rest of us were strong, but she really was. She played basketball, and she could go in there and rebound. She was nothing but elbows and knees, and she played for a couple years.

We had Cam Brunell. She pitched and was part of that core group, but she was mainly softball. She was the best softball pitcher, and she could play with any of these kids now, if you took her from her time to today. She had the skills. I don't know if she even played basketball. I think she played JV volleyball.

Then, of course, there were the characters. We had one gal, I think her name was Marnie, but she played volleyball. She had a birth defect when she was born, so she had no fingers on one hand, and it was like a month or six weeks into the season before anyone even *knew*, because she just played. She didn't make an issue of it, and she didn't expect any special treatment. She was real small, but in those days there was the height thing. We weren't as tall, and she was smaller, and she played on the JV team and did a dang good job. I don't know when one of us noticed, but it kind of was a news flash. Here she'd been out there for some time, so then we had to laugh at ourselves for that.

When you're a freshman, you have the older gals, and they didn't play that much. They played maybe three games, so this whole thing for them was more social. We were in it for the social side, too, but it was a lot more social probably in like 1972, 1973. But they were the ones that kind of showed us the way, just like we showed these younger kids the way, and we just flowed seamlessly, in essence, through all those transition periods. Maybe we should have stood up a little bit more, I don't know, for some of our rights and some of our money, but we weren't there for that. We were glad to have *anything*.

So were you still having field-day competitions by the time you got into college, or was that something that had kind of gone by the way by then?

I think that when I first started, the first year maybe, we had a field day, but I don't remember it being in any specific sport. I remember it was more like intramurals, and we did games or contests, not sports. (We all played intramurals, too, but that was separate, because we didn't play with the same people.) We had to run through cones, and you had to do different kinds of skills, but there were people from several different places. It wasn't just one school that came over, but there would be three or four here.

What teams did you usually compete against?

Oh, gosh, we competed against a lot of the biggies. In those days we weren't NCAA (National Collegiate Athletic Association) for one thing. We were AIAW (Association for Intercollegiate Athletics for Women), and then there were small-school and large-school differentiations, and that was the main difference. It had to do with the student population, not athletics or funding or anything like that, so we played a whole range of schools. We played Berkeley, Chico, Sacramento, San Jose, Santa Clara, and Stanislaus. We would play that whole realm of talent, and—with the financial backing at the time—we always played those schools, because they would come here.

In softball we always played Portland, because Portland would come here. Their coach there was playing when I was playing, and when I was coaching, I could always count on Portland to come down, because we had a tournament every year. When I quit coaching and softball was eliminated, it was hard for them, because they lost a regular trip. They would always come down and make a trip and have a lot of games.

When softball started up again and they put a little four-team tournament together, Portland came down, and the coach there, who was a gal that I coached against, said, "I would come to this tournament, because they had softball, and we were always treated well."

After ten years of not having softball, she still respected what had gone on, and she knew that it would be hard for a start-up program to get teams to come to Reno, because it's not on its way to anywhere. (That was always a scheduling problem.) I went down and watched the game and saw her, but it was great that she came back down to play after all those years when we started softball again.

When I was playing, I don't think we really had a conference. I think we just played these scheduled games, because a lot of schools didn't have all the sports. Chico had most of the sports then, and Sacramento had most of the sports, but Stanislaus might only have softball, or we would play Sonoma, but they might have one really good sport. Say basketball was their really good program, and they played softball, but it wasn't at the same level.

We played everybody, because we didn't have the money to go to southern California or to Oregon or Utah. The first couple years we played anybody in northern California we could play. Played Humboldt State. I really don't think there was a league. Maybe in my senior year.

I know that my senior year we qualified to go to volleyball regionals, but it was once again small school, large school. In those days the grouping was more regional. It wasn't a league for ten schools—it was the Western Intercollegiate Athletic Conference for Women, so if you were in that area, you were in that region. There wasn't any conference.

When I was coaching, we started getting into the leagues, whether we were in the Big Sky or the WAC (Western Athletic Conference) or Mountain West. For most of the time, softball was independent. The women's athletic program might have been in a conference, so that's where, for me, it gets a little murky, because I wasn't in a conference as far as coaching softball, because a lot of the schools didn't have softball. We were independent, which made it a lot harder, because if you were in a conference, you were guaranteed a certain number of games.

Were there special rivalries with particular schools?

Oh, sure. I think Sacramento and Chico, probably. When I was playing, Sacramento had awesome basketball programs, and Chico was good at everything. They had good coaches, and they had good athletes. We played Berkeley some, but they were just coming into their own. They were kind of behind the times, but they did have women's sports, and they were probably very similar to what ours were here in Nevada. You think they would have been better, but they certainly weren't.

Those rivalries also formed some of the best bonds, too, because, you know, girls are different. Especially in those days, girls were different. You would play hard on the court or on the field, but then after the game, you could be friends.

I was talking to someone else who mentioned that it was hard to be really competitive against some of these people, because you were staying on their floors, or you were eating with them after the games.

Right, because they'd be the ones serving us spaghetti when they would have a spaghetti feed. So, yes, we played hard, and then when we left, it wasn't the end of the world by any means. But I think generally Sac and Chico were the biggest opponents in most of the sports we played. They had good coaching and good facilities. It was easy for us. It seemed like we were always going there, although part of it was because we went there for volleyball, we went there for basketball, and we went there for softball, because they were close.

So we did play those teams, and we played Santa Clara and San Jose. Actually, San Jose's program was behind everybody else's, because they were just starting to come around toward the end of when I was playing, but they did come around.

Getting to some of these games in the middle of winter, was that an adventure getting over Donner Pass?

Oh, certainly. We would drive, and we were loaded down with human beings. It was standard procedure that if there was a snowstorm, the

freshmen had to put the chains on. We had to stop for chains a few times, and I don't know how we got through some of the stuff. Of course, we weren't as protected as we are now where they close the summit after three snowflakes fall. We would go through three or four feet of snow to come home.

Softball was always tough because, obviously, we couldn't have a lot of rain or snow or we wouldn't play. We wouldn't go. Both as a player, and mainly as a coach, we didn't have a lot of money, so we couldn't afford to go over there and not play, so that was very stressful on days when there was bad weather, trying to decide, because I would get an earful if I went over there and spent our money and didn't play. If we played, no one said really that much, so you certainly tried to avoid that. But, yes, we had some exciting adventures coming home in the snow.

I remember as a sophomore, it was snowing so hard, and we couldn't see. We were in the van, and the older kids would drive the vans, too—it wasn't just the coaches. But we were driving, and we couldn't see. So we rolled down the windows and stuck our heads out to try to see the road, and it was like, "Wow! We've got to pull over." So we pulled over, and no wonder we couldn't see. The windshield wiper had fallen off and was stuck in the snow in the front of the van! [laughter] We got that all fixed, and we managed to get home with no incidents.

Even later when I was coaching, it was still the same thing, because we were driving over the pass a lot. One time when I was coaching, I had a gal who was assisting. She was driving the second van, and we came down right there by Boreal Ridge. It was a skating rink; it was just ice. We were going slow, and I was doing fine. I was in the lead, and she was driving the second van. We got back to the gym, and she said, "Oh, that was scary. There was a brand new Mercedes sideways in the roadway, and I had to try to go around it."

It's like, "Thank God you did!" There goes the travel budget. And we came across an accident or two, and we would pull over and help. We were coming back from Oregon one year, and a car just flipped over. There was no one there, and

we helped get the passengers out and kept them in the van. We sat there for I don't know how long till the highway patrol could come and take them off our hands. But through it all, we made it through. We made it through without hardly any misadventures travel-wise, which is really very fortunate.

One time Dr. Lilly rented a bus, and this was big. I don't where she got the money. But we thought, "Oh, man, we're big-time now! We actually have a bus." We were taking quite a trip. I think it was Easter or something, so we were going to go down and play Sacramento, the Bay Area, and go up to play Humboldt State, maybe Chico on the way back. It was the grand tour in this beat-up old bus. We got down to Auburn, and the thing broke down. [laughter] All those times we took the university vans and vehicles, and we never had a problem.

I remember standing alongside the road going, "Oh, I can't believe this is happening. We actually get something, and then it breaks down." And you kind of think, "Oh, that figures."

Did the men usually travel in buses?

They traveled in buses, yes—the big charter buses. In bad weather, they would still have the same worries as far as whether the highway was closed and how much snow there was, but their coaches weren't driving the buses. They had a professional driver, and they were in one vehicle instead of two or three. Definitely the more vehicles you have on the road, the more chances that you would lose somebody along the way.

When I look back, as far as being a coach and a player-coach, I have to say that I think one of the best things for me is that we never lost anybody. You just hear these teams that lose people, and it just tears you up as a coach. Now, I don't coach anymore, but I know how they feel about those players, and it would just make you sick to lose somebody, so we were very fortunate with all the miles that we had to drive in Nevada that we never had any major incidents.

One other story on travel. This was when I was coaching softball, and we had flown to Salt

Lake for a big tournament there. I mean, it was a big tournament and had all the big schools for softball, and dang, it started snowing! It was snowing and snowing and snowing. So we had rented a van, and there was nothing to do because it was snowing, so some of the kids wanted to go to the movies. I said, "OK, let's go to the movies. I'll take whoever wants to go."

I loaded them up in the van, and we had to go into a parking garage. Well, it was a rental van, of course, and I got in there, and the first thing, "Scraaape!" Oh, man. "Screeech!" The concrete pilings were so low it was scraping the top of the van. Well, it was a standard van, and there were big vans in there, so you wouldn't think anything of it.

I told all the girls, "Pile in the back. Get as *far* back as you can. Take all of whatever equipment we have"—which was probably none, because it was in the hotel—"and sit back there and see if that helps." No, we were scratched. Well, once you're in there, what do you do? You've got to keep going.

We found a parking place, and we stopped. I said, "Oh, I remember reading this." Well, we took the air out of the back tires, and we got out. There was no problem, except for when we got down to the hotel, I stopped and got on the bumper and looked on the top of the van, and it was scratched completely shiny metal. All the paint, all the primer, everything had been taken off about a whole foot all the way across the top of the van. So, oh, I was dreading this, because of the insurance, and we didn't have any extra money. Fortunately, that night it snowed like eight inches, so that when I turned the van in, there was eight inches of snow on top of the van, and they never tracked me down. [laughter] They wouldn't know who did it.

Now, switching gears just a little bit, we talked about the competition level and that sort of thing. What was the philosophy on campus at that time? You mentioned that there didn't seem to be the sense that women shouldn't be playing, but was it starting to be more competitive, or was it still focusing on letting everybody participate who wanted to participate—that discussion that had been going on with PE (Physical Education) teachers and athletics folks over the years?

When we first started, there were twenty kids playing, and those were probably the only twenty kids who wanted to play. [laughter] Maybe there were tryouts, but you tried out to find out which team you wanted to play on, or were good enough to play on or what position. I don't really remember them turning anybody away. Maybe it was only a couple people, but I really think they tried to keep everybody, and that was the philosophy then: if you wanted to play, you played.

Now, that didn't mean you traveled. Once again, it came down to budget and space. They couldn't take everybody, but they would take two full vans full, and maybe leave people who had missed that week. In those days you had scheduling issues, and you missed the sports. I mean, it wasn't your priority, you weren't getting paid to do it, so if you had a field day or something with one of your other classes, you went on that. So I certainly think that we were in that transition where everyone played, but they were starting to break it down to, "We're taking the best."

I would say for my playing days, the first couple years were more like that, and then the second couple years there was more of the emphasis on athletics, as far as being more competitive. I think those of us who played wanted to be as competitive as we could possibly be, because if you look at that, that was when the scholarships started, around my junior year.

Because there wasn't any recruiting to speak of before you had scholarships, essentially.

Right, because they just took whoever came. They recruited in the sense that they might send a kid who went to Reno High to Reno High to talk to the better athletes, because in high school you had GAA (Girls' Athletic Association). I'm sure Oly Plummer did that, because she went to Reno High as a student teacher, and she knew who the athletes were. So in a sense, they were recruiting, but it's not like it is today where there are phone calls and all that. We didn't even know it was recruiting, and someone just asked, "Are you interested?"

As far as on campus, I think the philosophy with intramurals, generally, was that, everyone should play. The other philosophy, as far as athletics, was, "Only the best should play."

My first years—1973, 1974—were transition years, certainly, but then the coaches said, "We're going to coach. The best people are going to play." The best people played anyway, even the first couple years, and I don't think they felt any obligation to play anybody, because the school was still providing transportation and lodging and uniforms. If you wanted to be guaranteed to play—which even then never occurs—it was when you would go to intramurals.

We were allowed to play intramurals, too. It wasn't the days where you couldn't do other things. That's really how I met Patty Sheehan, playing intramurals, because we played flag football on the same team. I have no idea how we got hooked up, but we were on the same squad. And that was a little bit different philosophy then, but, still, the better people played, and that's how it happens. I don't think everyone played unless you were in a field day where everyone took a test or ran the course.

With some of the women's athletics associations, or some of the people in them, there seemed to be a sense that the focus on women's sports should be that everybody gets to compete. It should be more of a social thing as opposed to more of a competitive thing.

I didn't feel that. We had gotten past that, and I want to say that Dr. Lilly had her hand in that, mainly because she was an athlete. She was a competitive swimmer, and she was a *good* swimmer. I don't know what she knew about basketball or volleyball, except for she was fairly tall, and she came from a fairly—it's hard to say now—progressive area, Texas. [laughter] But she had opportunities there to compete, so when she came here, she was used to competing and the best coming out on top and playing. It wasn't like you had somebody who was starting from an intramural or an "everyone gets to play" kind of philosophy. She came from a different philosophy from the get-go, so that was our philosophy.

Speaking of Dr. Lilly, then, she was the athletic director when you got here. What was she like, and how would you describe her?

Bigger than life. She was very nice, and she was good to the team. She took us all under her wing and took care of us, in a sense. I can't think she was that much older than us. She was enough older, but you knew that she'd been an athlete, and she never talked about it, really. She never talked about any of the burdens or the trials. She gave us opportunities, too, to do things that you're not allowed to do in a lot of areas, as far as the administrative part. But my first impression of her was, "My goodness, there's a coach," and, like I said, she was bigger than life. We would have done anything for her, and when she quit, that was a black day.

That would have been right before your senior year?

My senior year! [laughter] Dang year, yes. She quit like two weeks before volleyball started my senior year, and we had plans. I don't know if she thought we had plans, and she never talked about it with us. That was probably the hardest thing, but she knew. When you look back now as an adult and say, "Oh, she knew that we were ready."

Maybe she had opportunities before, and I don't know about it. Maybe she didn't, but she knew we were ready, so when she left, it was two weeks before volleyball started, and we were mad. I mean, we were downright mad at her. But because we were the group of people that we were, we got together, and we said, "OK, what are we going to do about it?" You know, we could sit there and cry in our beer, and there was plenty of beer. [laughter] Oh, there was a lot of drinking, which I don't think we'll go into. But we all just decided, "We're going to show her. We're going to make her proud. We're not going to show her that she left us for something better." That didn't cross our minds. We were going to make her proud of what she left behind, and we did. We went to nationals in volleyball that year, and we finished third in nationals because of her.

There was another coach that came in, and she knew volleyball. Kaprice Rupp. [laughter] Kaprice would try to beat us down, and, you know, she was in an awkward spot, because I don't know how much coaching she had done. She had played professional volleyball, so she knew volleyball. She was living in the area, and we needed a coach, so she was thrown into it with two weeks before school started.

But we had all decided, "Well, we're going to make Dr. Lilly proud," and we worked so hard. Worked absolutely hard, and then we turned around and did the same thing with basketball. I think Dr. Lilly liked basketball better than volleyball, and Kaprice knew absolutely nothing about basketball, but that's all right. She didn't need to know anything because we did.

Kaprice would run our butts off. I mean, literally at one point she was told to knock it off. Not by us, but by the medical doctors, because people were going in there, and we were running dehydrated. But we did it for Dr. Lilly.

That's the kind of person she was, and that started when you walked in, and you saw, "Oh, my gosh, she's bigger than life." The whole time that she was here, she had an impact on all of us. When I was coaching especially, and some of my old teammates knew I'd been to Berkeley, they would ask, "Have you seen her? How's she doing?"

Once you got past the initial days, she worked you hard, but she was fair. And she put demands on you, but at the same time, she gave you opportunities. For me, I feel like she gave me opportunities to continue coaching, whether she knew I wanted to be a coach—I don't believe I ever told her that—or she just thought I would be a good one. So she gave me opportunities outside of athletics to work on things like budgeting and scheduling, stuff that I would end up having to do in a couple years.

But, you know, we butted heads, too. I was pretty strong-willed and stubborn. [laughter] We were playing in a volleyball tournament, and I was mad. She came up to me and said, "Well, you're going to have to get over that, because, you know, as *you* go, the team goes."

"Oh, OK." She was never a screamer or a yell. She didn't do that, but she had her ways of motivating people. So once she left here and I got through playing and was coaching, whenever I went to Berkeley I would make every effort to see her. Even when she went there, she was so kind, and I was starting to take over softball. She would give me things that they were using for their fundraisers as ideas, whatever little bit she had. I'd ask her questions—not on a regular basis, but when I'd go down there—and she was certainly forthcoming with whatever she had. She knew that how it went here kind of reflected on her, too.

For Nevada, from a woman athlete's point of view, she was probably an ideal person to be in the position, because she had been competitive. She was very forgiving and very tolerant, but you didn't want to mess with her, because you knew that if you pushed her over the edge . . . She had many fights, and she never let us know about them directly, but we knew. We hung around the department, and we could tell.

We would talk about money sometimes and those kinds of things, but she never brought it to the gym. She was able to separate it. Some people, unfortunately, aren't; they bring all their troubles to the gym, and the athletes pay for it, but she never did that.

She fought plenty of battles with administration. I mean, I make it sound like nothing was going on, but that's not the truth. We all knew what was going on, but we were talking about, as an athlete, how it impacted us.

Dr. Lilly did everything. She was the trainer, the administrator, the bus driver, and she counseled us. We supposedly had academic advisors, but I didn't need one. But she would help you.

What was your major?

I ended up being a PE major, and I was a psychology minor. It took me a while to get through school, and she kept me on track. There were times I wanted to quit. I wanted to join the marching band, because I was in the band in high school and I liked it. I was probably upset about

something with the sport—I have no idea what sport it was, even—but I remember going into her office saying, "I want to join the band."

She said, "Oh, you want to join the band. Why?" Not "why" in a bad sense, but "let's-talk-about-it why." She probably knew that I didn't really want to join the band, but she was willing to listen to whatever was going on that made me think I wanted to join the band.

I know that at one point she came up to me, and she said, "If you don't shape up, I'll kick you off the team." She was blunt. She didn't sugarcoat it. At the time I don't remember anything I was doing, except for I was extremely hotheaded, and I'm sure that was probably what it had to do with. But she dealt with it, and we got through it. She probably just knew that she needed to bring it to my attention.

She and Oly did a good job. Oly worked as her assistant for many years, and she was the softball coach. She was only a couple years older than the girls that she was coaching. It's funny, because we were talking about the whole philosophy about playing and athletics. Oly coached for many years, and then I was her assistant coach for a couple of years, and when I took over that program, Oly went more into lifetime sports.

We butted heads over the competitiveness of athletics, and she didn't have a place for athletics initially when she first left. I think that happens sometimes and is kind of a knee-jerk reaction, if you will, but I had athletes who had problems with her, as far as trying to get time off to go to games. You would think that she would be one of the last people you would have problems with. Maybe she just didn't want to feel like she was playing favorites, but after a couple years her views softened and things worked out.

It's not like we ever came to blows over it, but I found that kind of interesting that she just thought athletics were not the place, and in some ways she was right. In some ways she was ahead of her time, because the athletes only have so long a lifespan [as athletes], and we see more and more of it. Part of it is they're starting sooner and sooner. She was a little before that, but kids now might be starting at eight years old, so by the time they

get through college, they've been playing a sport for maybe fifteen years. They have no *desire* left.

I can remember one of the last years I was coaching, and a girl was catching. She was an opponent, and I was walking up to the umpire, and the gal was saying to her teammate, "I can't wait to finish playing my last game, because I'll never play this sport again." That is just totally wrong.

So here was Oly saying, "Well, athletics don't really have a place." In some respects, her approach to lifetime sports was better, but you're going to have athletics, and you just have to make it so that people can continue playing that sport. They want to love the sport so that they continue playing it when they're in their fifties, such as myself, and sixties. I play on a fifty-and-over team, and we have people who are over seventy playing softball, so it *is* a lifetime sport, but for her at that time, it wasn't a lifetime sport because there was no fifty-and-over league. She kind of pushed that through, in a sense, with her philosophy, and it butted heads with my philosophy, but we ended up eventually coming to terms with each other.

Getting back to Dr. Lilly how would you say she approached, administratively, being an advocate for women's sports?

From what I found out later, I think she was pretty much a fighter. I think she went after it in her own way. She was subtle but strong, in that she knew what she wanted and she knew how to get it. She knew when to ruffle the feathers and when not to, because in those days, she was banging her head against a lot of walls, and there was only so much money for everything. I don't know how financially she got four sports out of the budget she had. I don't know how we played as many games as we did with the money we had, but she managed.

There were battles within the Athletics Department for our share of the three dollars we got from the legislature. We wanted a fifty-cent raise to fund women's athletics. I remember that. Dr. Lilly was instrumental in pushing and pushing for that, which, of course, got turned down, but if

you keep pushing, pretty soon it comes, and she knew that. She knew that very rarely did you win the first battle on something like that, especially in those days for women's athletics. In those days you didn't win a lot of those battles anyway, and I don't know if it's any easier today.

I think revenue comes in easier than it did then. We didn't charge for admission to any women's sports. Men's sports at the same time were outgrowing their facilities, and they really had no place to go or money to do it. They played in the old Centennial Coliseum for a couple of years in the 1970s—because they had outgrown the Old Gym, as far as drawing people in—but there was no facility on campus to house them.

So they were having their own growing pains, too, and, certainly, Dr. Lilly wasn't unaware of that. The money could only get split so many ways, and she was trying to build a whole program, not just for sports. We were trying to bring in sports—tennis, track and field, cross-country, and I think the next sport after those first initial sports was tennis. But if you only had x-amount of dollars now, instead of splitting it in quarters, you were splitting it in fifths, so how did you justify that to the kids that you already had?

She was also in the tough position of being the administrator *and* the coach, so not only was she splitting the money, she had to turn around and face the consequences. She was slapping her own face, in essence—not like today where the administrator sits there and says, "Well, OK. You get this much." But they don't have to then turn around and go coach those kids.

I think very few people could have done what she did and done it as gracefully. I'm sure the pressure got to her, and that's part of the reason she left, and I'm sure she could make more money going somewhere else. She had more opportunities. Maybe she felt like she wasn't going to bang her head as often or as hard. To this day, I really have no idea why she left, and it doesn't matter to me, but she was the right person here.

I look back at the administrators we've had since, and if they were in her position, we would be a lot further behind than we are, because she kept pushing to a new level, and in the three years

that I was here and she was here—I don't even know how long she was here before I was here—the difference in athletics was tenfold as far as the amount of games, travel, and accommodations. I mean, they went from sleeping on gym floors the first year to sleeping four in a room for the next twenty years. [laughter] And you might have gone from a Motel 6 to something a little better, like a Comfort Inn. But it keeps progressing, and that's all you can do is keep putting one foot in front of the other. Very few institutions go from zero to sixty.

She got money somehow for the scholarships that she got—from somewhere. The first scholarships my sophomore year, I believe, were in state, Bridgette and Lynn. I don't know who the other person was, but I think there were three or four of those. Maybe each sport got one. Then the following year, which would have been the 1975-1976 year, there were two out of state—Cindy Rock and Denise Fogerty—so they were the first two out-of-state scholarship kids.

Did you notice any difference with what that did with the dynamics of the team, to be able to bring in people from out of state? Do you think it helped or hurt, as far as the dynamics?

For us, it didn't make any difference. I can remember Joanne Culverhouse came up from Vegas, a very good athlete, and we had been rivals before—not close rivals because we just didn't play that often, but we knew who she was, and people had played against her. The first day she was here on campus, our little group got together and grabbed her from Manzanita Hall. We sat down in the Manzanita Hall little grassy area, and we had a little party and got to know each other and just visited, because it was only in our best interest. In those days, I guess we didn't look at it like, "That's competition for my position," or, "Oh, there's a better athlete." Then when Cindy and Denise came down, it was just like we were all sisters. I don't remember a bit of animosity or rivalry or anything, as far as that goes.

They became part of the core group. The first couple years it was the four or five of us there

pretty much, and then Joanne came in, and Cindy and Denise came in, so there was this bigger group of core people that hung around together and had classes together, did sports together, and socialized outside of sports. It wasn't just athletics. They had events on campus that we would go to. I guess it never really dawned on us that we should be jealous. Maybe we were a little backwards. [laughter] Sometimes when I say these things, I think, "Oh, man! We must have been a little slow."

But we thought it would only benefit us, so they were taken around and shown the way around town, and they found their own way. Cindy ended up staying for a long time, and Joanne was here as a teacher and principal at the elementary schools for a while, so they had an impact in the area after they left UNR.

So once Dr. Lilly left, who was the women's A.D. at that point? Was there one your senior year?

I have no idea. There was no one who came in and said, "I'm your new athletic director." The next women's athletic director I remember was John Legarza, but I have no idea when he started. He was the athletic director when I took over softball, but I don't know if there was somebody between him and Dr. Lilly.

What about the coaches? Did any of them have a particular impact on you? You mentioned Dr. Lilly and Oly Plummer, and those were probably most of your coaches right there.

Right. Those were the two main coaches, pretty much, and then, of course, we had our summer softball team and the coach there. He had a major impact on athletics, especially softball, but he was a guy figure, and his dad was the sweetest guy—Mike and Joe Duhart. That was fast-pitch, and they had a pretty good impact as far as coaching skills and that kind of stuff.

He was a young guy, and it never dawned on us that we shouldn't be doing this because it didn't dawn on him. It wasn't like, "Oh gosh, women shouldn't be playing this." Yes, there were other women playing, but I don't think any of us ever

got the impression that this was something that should be out of the norm.

It was the same with Lilly and Oly, so I have to say all three of them, for me personally, had impacts. Some of it was positive and some of it negative, because even the person that you didn't necessarily get along with you could learn something from.

I knew from junior high that I wanted to be a coach. When I first got involved with it, I knew instantly that that was what I wanted to do. Now, who thought that I could ever do that? I knew that I didn't want to teach, but in those days you didn't have those options. [laughter] But I was very fortunate that I fell in at the right time, at the right place, and I was able just to coach without teaching. Yes, I got my teaching degree, and I did my student teaching, but I didn't have to teach. But I had those three people that gave me the license to think that I *could* coach.

With all of your different coaches in college, what kind of workouts did you do? I'm trying to get a sense of the discipline involved, because some people have mentioned that when they got to college from high school, the routine was different and they were having to lift weights and do things that they hadn't had to do before.

No, we weren't lifting weights when I was playing. We did run into this one guy who was kind of a gym rat, and we would come up and run in the gym. We knew how many laps to do around the upper part of the gym, because we could run up there, and people could be playing basketball below, and everyone got along just fine, and we would go up and down the stairs. Well, there was a guy up there who gave us breathing lessons, how we should breathe when we were running, so we still had some people that kind of floated in and out.

As far as actual practices, there was a lot of running, partly because they knew how to make people run, and it was cheap. [laughter] We could run outdoors, we could run indoors. But with conditioning; it goes back to the fact that we never were out of condition because we played 364

days a year. We were always doing something. It wasn't like today's athletes. We were like that the entire year.

Dr. Lilly and Oly did plenty of running. They weren't easy on that. They did a lot of conditioning drills and in volleyball we did the lines and ran the court and served and those kinds of things. They would try to incorporate skills in with the running and the conditioning.

When Kaprice came in, we all stepped it up a notch on our own and did the extra, and then when she took over basketball, like I said, she nearly ran us out of shape. Physically, we were past the point of being in shape; we were starting to wear down, but at the same time, we had seven kids playing on that varsity team my senior year. That was it. And Kaprice didn't know much about basketball, but we were in shape, and we won our fair share of games because we were in shape. We could outrun anybody, and that was the offense we ran because she didn't know much about offense, so we ran a fast break with seven girls. You know, you've got to be in some kind of shape to do that. [laughter]

Our center was one of our shortest players, but she could jump, so we did a lot of that conditioning, but it was all year-round kind of stuff. I can remember that senior year after Lilly had left, and we were meeting Kaprice for the first time. We had already had our meeting, and she took us to the track. We were up on that track, and it was a hundred degrees, August, and we had to run something like two 880's and then four 440's, and all on time. We had to do it, and if we didn't do it, we had to do it again. For me, conditioning-wise, that was probably the most memorable, that two weeks there in volleyball and then basketball—the running—but by then we were used to her, see. Basketball was tough, but that volleyball was just grueling because it was hot. It was August in Reno.

We didn't do the weights, but we did everything else, so we were cross-training. That's the word they use now. We were cross-training, and it didn't really impact us much. When I was coaching, yes, we started doing the weightlifting.

Did you, or any of the other female student-athletes, ever get a hard time from any of the guys on campus? Was there that group that would bug the women for participating in sports, or wasn't there much of that by the time you got there?

This is going to sound like I'm kind of clueless all my life, but I didn't really run into too much of that. Once in a while when we left for games, especially big tournaments, a professor would say—and more than once in a while—“No, you're not going to do it. You can't miss my class.” Well, I was an athlete. I missed the class. I paid the consequences for doing that, but there wasn't that understanding from a lot of the professors.

But they would have let the men go?

I would suspect. Yes, yes. But there wasn't any “out” on a regular basis.

But no one was being openly antagonistic?

No. I think most people were surprised that we could be as athletic as we were and still be students. Plus we lived in our own little world, because we didn't have a lot of time. It goes back to what we were talking about at the very beginning. We were students first, so we went to class. We had eight o'clock classes, because we went to class from eight to two, or whatever it was, and then got ready for our sport at three o'clock. We had practice from three to five or three to six, then we would go home, study, or go to work, and that was our day. We didn't have that much of a social life, so it kind of kept us out of some of those situations. Today, or in the transition period, students only play one sport, so they might get more of it because they have more free time.

And you were living at home instead of on campus?

Right. And I obviously can't speak 100 percent for the people who lived on campus, but they really never mentioned that, because we probably would have done something about it. [laughter]

We touched on this a little bit, but what else were you doing during your college years besides studying and playing sports?

Like I said, it was pretty much just athletics and then the intramurals. For a few years we could play co-ed volleyball in the gym up at the rec building at lunch time, so we played there, or we played racquetball, those kinds of things. We were always doing something like that to fill in the times when we weren't playing sports. They didn't have racquetball right away because that was later, but when we were finished playing, racquetball was starting to come in, so we were doing that.

Initially there wasn't very much overlap the first year, but after that there was, so we might be practicing for basketball and finishing up our volleyball season, and when basketball was finishing, softball was starting, and then we doubled the second [summer] softball season on top of that. The summer season went from April until August, so there was a big overlap, then in August you started volleyball again.

What intramurals were you playing that you remember?

Flag football, and as I mentioned, Patty Sheehan played on that team for the one year I think she was here. She was our kick-off specialist, and she would kick off, and then she would want to race down the field and make the tackle. Well, you know, it was flag football, but flag football is not really necessarily flag football. We would tell her, “You know, Patty, don't go down there. You don't need to risk an injury,” because we knew she was going to be something. Well, we didn't think golf was a sport, but an injury wasn't worth it. And I don't know how we knew that, but we told her.

She was a great athlete. She could have been anything she wanted, but she wanted to be a golfer, which is good. She made a good living at it. Best choice she could have done, because you couldn't make a living at anything else. Now, there was professional softball in the 1970s, but you didn't make much of a living at it.

When you were an undergrad, were they still giving the Gothic N?

No. We never got any letters. We never got anything like that.

Someone had explained it to me that at least during the 1960s you could earn certain points by playing intramurals and intercollegiate sports to earn these letters.

That was gone by the time I came around, and PEMMs (Physical Education Majors and Minors) was pretty much gone by the time I was a freshman, too. There was a little residue that first year of people wearing their shirts and maybe even having meetings, although I don't believe I ever attended one. But we didn't get any kind of block letters. There was no recognition like that.

As far as your undergraduate years, is there anything else that we didn't touch on about that time period that you wanted to reflect on?

No. It was a good time as far as women's athletics, because we had opportunities, but we were limited because of financial aspects. But we also had the opportunity to grow, and our sports could grow, and we made great friends—lifetime friends. Maybe you make them now, but they're very specialized, and we were so diverse that we've weathered thirty-some years, and we're still friends. You can just pick up the phone, and that doesn't happen too often.

I think for me it was a good time. I look back and reflect and say, "Geez, what would happen now? If I was an athlete in this day and age, where would I be on a scale?" I think that that's pretty common with any athlete. They all reflect, "Gosh, if I had only been born ten years later." But I can't say that that would have been the worst. I think when we were here it was a good time.

When you were a student, how aware you were of Title IX?

I think most of us were very aware of it, because we were right on the front edge of Title IX. We were actually just a hair before it started coming in, so some of the impacts that Title IX had didn't really affect us, but it was coming in towards our junior and senior year. We knew what was going on. We were very aware of what it would mean. We also were aware it wasn't going to mean anything to us.

I don't want to say we were ahead of our times, but we were ahead of Title IX. We knew there was a fight for money for athletics in general, not just for women's athletics, and we were sending representatives down to the legislature to try to get us money, an added fifty cents to get some funding for the programs at that time—later, I think it might have been even more.

When I was starting out, the total program budget was less than \$5,000 for four sports, so we knew it had to go somewhere. But the other thing was, at the same time, the coaches and the administration never really brought it to us. It wasn't like they tried to make us militant. We weren't a militant group. Maybe that was just the group that was here at the time, and if it had been a different school, it might have been a different situation, but we were just glad to participate and *play*.

One of the biggest hands-on things we did, as far as Title IX, was where we played a basketball game with both the Nevada senate and the house, trying to raise not money, but awareness of what women's athletics could do. That would have been 1976. The women's basketball team played the legislature, which included women, my mom being in the legislature at the time, and she did play. That was kind of an interesting free-for-all, because we were playing men who were forty or fifty years old, maybe not in the best of shape, but definitely physically stronger than us. I don't even remember the outcome, but we just did that as an awareness kind of thing. I think there was an occasion or two where a couple of us went down to the legislature, just mainly to observe and to be pointed out as athletes.

It wasn't until probably somewhere in 1977, 1978—and maybe that's because my position

changed from being an athlete to coaching—that we became a little more hands-on, but it still was mainly in the administration, not so much with coaching. Title IX, as far as money, always came down to, in my opinion, coaches trying to get as much as they could from the athletic administration. Then the athletic administration was trying to get what they could from the university and the legislature, so that's kind of how it trickled down.

All the minor sports—everything except for men's basketball and men's football—were trying to stay together as a cohesive unit. It wasn't men's sports versus women's sports at that point; it was all the smaller sports versus the two big cheeses trying to get some of their share. Then, of course, that evolved to more men's sports, women's sports, and then also the women's sports splintering, too, into majors and minors.

Was men's basketball as much of a prominent sport, up against football, as it is now?

I think so. As far as actual on-the-court success, I wouldn't know, but as far as community perception and athlete perception, they were equal. Success ebbs and flows with the athletes and the coaches sometimes, so that's really not a determinant, but as far as financially, yes, they were the two that got the lion's share of the pie.

On the women's side, basketball and volleyball were the major sports at the time, and I think they still are. I don't know if they try to pretend to be, but I think there's definitely a hierarchy, that basketball and volleyball—especially women's basketball—gets the majority of the money. Maybe it's because they think they bring in the most money, but really, they're not bringing in any more than other sports, as far as per unit of cost.

When you were in college, did any of the women's sports charge admission at the gate?

I don't remember that. We may have, but it would have been a minimal fee. We had fairly large turnouts—400 or 500 people for a volleyball or a basketball game, which is sometimes as much as

they're getting now, because I've been to a few of the games. That was very respectable, especially in those days, but, like I said, I really don't know if we charged.

That was always the argument with Title IX. “Well, men's basketball and men's football generate the most money.” The women's sports and the minor sports didn't generate any money, but also, the men's outlay was a lot more, due to the number of athletes and their travel style. Their costs were a lot greater than ours, but it always came down to that exact same argument. “You're not providing any income.”

But the first year or two that I was here, the women's sports only cost \$5,000. By the time I was probably a junior or senior, we were getting a little bit more money, but that was the argument against the men's minor sports, too, that they weren't bringing any money, so why should we give them more money? So it was that constant battle, which it still is today.

My senior year, and in spite of the coaching change, we had gotten ourselves invited or qualified to go to a regional tournament. It was at Davis, but our budget was already at the limit, because they weren't used to having girls participate in post-season. We had our little season, we went on our merry way, and we stayed out of their pockets. We obviously needed money to go, and there was a bit of a battle about that.

As athletes, we were probably too wrapped up in actually playing, but we knew that there was going to be a financial problem. We also had been told that if we didn't finish first in the regional tournament, we weren't going to go any further, even though the nationals were in southern California and we could drive. I guess there was a possibility that there might be an at-large team that would be selected from a region to fill out the tournament, because there were teams all across the country that were in the same financial bind. All the women's teams were fighting their same battles, so there might be teams that qualified and won their area but couldn't come because of finances.

We were told flat out that if we didn't come in first in the regional tournament, we weren't going

to go as an at-large team, but it didn't really matter, because we ended up winning our region and going as a first-place team. Then they were kind of at a stalemate. I don't think they thought we were going to do very well, but when we did, then they had to do something, and somehow they came up with the money. I don't know where the coaching staff or the administration came up with it or who they took it from. They took it from somebody, and it may have been women's basketball, or they may have taken it from softball or just a little bit from here and there. Money was an issue, and we knew that, but we weren't picketing, saying, "We want our fair share," either.

How many teams would you have been playing at regionals, and who were some of the teams there?

Boy, that was a long time ago. Regionals were based on the large schools and the small schools, and we were in the classification of small schools, because I think the break-off point was either ten or twelve thousand students enrollment. Participation didn't matter, and it didn't come down to financial dollars or if you were in a league. It just strictly came down to enrollment, so we fell in the small-school category, but it would have included schools like Davis and Chico, Sacramento, mainly those kinds of schools, which we had played during the season. When we went to nationals, of course, there were sixteen teams there from all over. We played teams from Maine and Massachusetts and schools like that.

We ended up finishing third, which was very, very good. We were all proud of our achievements considering that at the beginning of the year we started with a new coach. We finished third, and it was a lot of hard work, but it was a wonderful experience, too.

Did you hear from Lue Lilly after that?

No. I think she wanted to keep her distance. I think she knew probably, but she certainly wasn't going to step on anyone's toes and say anything because of the coaching change.

And talking about not just financial support but moral support, did you want to talk a little bit about that?

My parents, especially my mother, were great supporters, but both my parents were involved in athletics in high school themselves, and they came from Iowa, and Iowa supports women's athletics. They've always been a strong supporter. Even in the 1930s, 1940s, and 1950s, the women's basketball state tournaments drew more attendance than the boys' teams did, so they came from that environment. So to them, they didn't think anything about participating in athletics. Plus, I grew up out in the country, so I was used to running around and doing physical work and that kind of stuff, so that part really didn't bother us.

As far as some of the other girls, there were issues once in a while, especially parental, if we had to play on a Sunday and church was a problem. Actually, one gal, I think, didn't participate in basketball her senior year because it was just becoming too regular that she missed church, and her parents said, "Well, that's not acceptable." There were several of the other girls, I think, whose parents didn't necessarily understand the sport, but they came and supported their daughter, because we were always explaining the rules to them. But there were a couple of girls who, while their parents didn't disown them, just weren't there for them, but they may not have been there for them in high school for things, either. It's hard to say.

As far as student-body support, we had a fair amount of turnout for our matches, mainly because they were right here in the center of campus—I guess it was on the edge of campus then. [laughter]—but it was something to do. There weren't a lot of the other activities that there are now, for one thing, and we were in classes. We would tell our classmates, and we were visible. It wasn't like blending in now. I mean, we didn't necessarily go around and flaunt it or anything, because there was still that attitude that women and athletics didn't mix, but we had enough connection out there in the academic community that we would get kids.

A lot of fraternities and sororities would come, because in those days, girls were allowed to be in other things, so they were involved in that. Some of the athletes *were* sorority sisters, so their sisters would come, and it wasn't just athletics, athletics, athletics. In those days we worked, we were sorority sisters, we went to school, and we participated in more than one sport. You had friends from the other sports coming to support you, so it was a little wider web. I think nowadays it's so concentrated. It's just one sport, and that's what you do.

Do you think there was a lot of that, with people from other sports supporting each other a little more?

Oh, definitely. I can't really speak for now, except for maybe the big sports, the premier sports, but once I got into coaching, I made sure to the best of our ability that we went to at least one event of every sport of all the minor sports. The major sports, it didn't really matter. We would go anyway, but we would be timers for the swimming nationals, or we would go to a tennis match. Even if we couldn't be there the whole time, because our practice or game schedules conflicted a lot, we did show up. I don't know what it is like now, but there was camaraderie between the women's programs and the men's programs, even though you were fighting for the same dollar, because we knew we were going to sink or swim together, too, I think.

When you graduated, did you end up working at the university right away?

Yes. I went in and did two years as a volunteer assistant coach for the softball program. That was with Oly Plummer. I was still really active in all the other sports, so we would go to volleyball and would set up volleyball matches. We would help each other out, because there was no one else to do it. We didn't have a staff like they have now. They always needed someone to set up and run the score clock and sweep the floors, so I was still participating in all the other sports, just not as an athlete. Primarily my job was as an assistant coach

for softball, and I did that for one or two years, then I took over as the head coach and assistant volleyball coach.

So that would have been full time at that point.

It was full time, but when I got a contract, it was 80 percent, and there were no lines drawn as to, "This is where you've got to do this, and this is where you've got to do that." I just did what I had to do. Then, after a couple years, recruiting became heavier, and scheduling became more of an issue. Everything started taking more time, because there was more of it to do, so at some point—I think I would have been here as a head coach about four or five years—I just became the head softball coach and dropped the assistant volleyball coach position. And in the original contract, the head volleyball coach was my assistant, too, so at that point they both separated out. I don't know what volleyball did, but softball didn't have an assistant coach.

So who was the volleyball coach that was your assistant in the first couple years?

The first couple of years it would have been Kaprice Rupp, and then it became Annette Cottle. I believe it was her second year we split the programs. After the split, I know that I had a volunteer assistant, and volleyball may have had a volunteer that first year, then they got a paid position. Basketball, I believe, already had a paid position as an assistant, but it was 25 percent or 30 percent. It was very minimal, and it was more like a grad-assistant position.

In actuality, I never really had a paid assistant, because, even though the coach in volleyball was supposedly my assistant coach, she was only there for practices. She didn't do any of the other stuff, so once that was phased out, that really made no impact on me, because I was already doing that.

Even by the time the program got eliminated, there was never a paid amount of money for any assistant, regardless. Not grad assistants, nothing for softball. By then volleyball had an assistant coach, and basketball had an assistant coach, and

they were already at that point starting to separate themselves as the premier women's sports.

When I came in as head coach for softball, the other women's sports were swimming and diving, of course, and there would have been tennis. Golf was already gone, men's golf, and I think there might have been track and field and cross-country for women. Probably those sports didn't have any assistants, and if they did, it would have been a volunteer. A kid who played the previous year would stay and help out.

How was the department set up when you first got there as head coach? As far as phys ed and athletics, were those separated out?

They were already separated out. When I came in, I could have supplemented that salary, that 80 percent, by teaching a few classes in phys ed, but I didn't really want to do that. Then by the early 1980s, I would say, they didn't really want to have the coaches doing too much of the teaching. Somewhere in the mid-1980s they were trying to phase that out, except for some of the older guys, who had to teach a racquetball class or something like that. Our classes were listed in the physical education schedule, and that's how players would sign up and get a credit for being on the team. I don't know how they do that now. We also taught a weight-lifting class or something like that, and that would be incorporated into a player's schedule, but eventually phys ed and athletics split off almost completely and became separate entities.

Do you think that's because there was slightly better funding for the coaches, and they could go full time without doing classes? Was it more of a philosophical split, or was it just because coaching was requiring more time of people as recruiting expanded?

Yes to all three. When we weren't in season, we were recruiting, or we were working on our schedules. Unless you were like the big guys, you did your own scheduling, and for softball, in particular, that was more difficult, because we weren't in a conference.

That was something else we haven't really touched on, but a lot of the sports were in conferences, so a majority of their schedule was already predetermined by their conference schedule. All they had to do was supplement a few pre-season games and a few games interspersed here and there to fill out their schedule. With softball, we had no games, period, except for what we got on our own. We could make phone calls and get people to come up here, or we could get to where they were.

We were trying to work on getting deals with the casinos or other places to get rooms at a discounted rate for schools to come up here, because Reno's not on its way to anywhere else. Teams on the West Coast, like Portland or Oregon or Washington, were making a trip to go south, they would go straight down Interstate 5, and catch Berkeley, or they would go on down to L.A. and vice versa. To get somebody to swing eight hours out of their way was a bit of a chore, so we had to try to come up with an incentive, and we were starting to do that, trying to get rooms.

We could say, "Well, we can get this kind of rate for you for these rooms." At least for my sport, because I never had the budget, we could never say, "We'll pay your rooms for you," but I know there was that going on in the other sports—basketball, maybe volleyball. And in turn, when they went somewhere else, they got their rooms comped, but not necessarily by the same school. So there was a big change there, I'd say, in the early to mid-1980s when women's athletics was starting to become more like men's athletics.

That goes back to the question you asked about the division of duties with coaches. Well, that was taking more time. The recruiting was taking more time. The salaries were a little bit better, and there was a philosophical difference, at least here on campus. It was led by people like Oly Plummer and Jerry Ballew, even though he was a coach, and a couple other people who were into lifetime sports. Their philosophy went one way, which wasn't necessarily completely the opposite direction of ours, certainly, but it was just different. But I would say by 1985, somewhere in that range, we were pretty much separate.



The softball team with coach Pat Hixson (left).

Was the whole lifetime sports issue the issue of fitness as opposed to competition?

Exactly. Participation and fitness versus competition. I guess some people didn't think that women could compete. Of course, there weren't a lot of role models either. With both men and women, you competed for four years, and that was pretty much your career. There was nothing else. In the 1980s, there was women's professional softball, there was, obviously, professional tennis, and there was professional golf for women, so there was where you could continue on if you were good enough. Sure, the lifestyle wasn't like what they make today, but at that time it was all relative. And men's sports had the same problem.

There was football and there was basketball, but there weren't a lot of opportunities for people in the minor sports, except for baseball. They could go on into baseball and tennis, but, once again, the odds were so great. That certainly didn't mean you couldn't participate for a long time, but in those days it generally didn't happen.

Now you've got not just the NFL but arena football. With basketball you've got the European teams as well as pro teams in the U.S.

Plus, even locally, there are more City League teams, and there's co-ed volleyball being played, so people that are in their forties and fifties are

still playing. They may not be at that competitive level, but it's still a lifetime sport. But in those days, they were working so hard on trying to separate the two. They couldn't see that it might be a lifetime sport. It was definitely not going to be at that competitive level, but that doesn't mean you couldn't keep playing it. Now there are softball teams for fifty, fifty-five, sixty, sixty-five, seventy-five-year-olds. There are leagues of these people. So in my book, that's a lifetime sport.

All those baseball players are still playing. They're playing softball now, but they're using the same skills, so that's splitting hairs in my opinion. There are people out golfing now, and golf was always kind of considered a lifetime sport, but not tennis, and there are women's fifty-and-over leagues now. It kind of came full circle, but at that time, they were trying to split off.

Now, back to the conference discussion, what conference were women's sports generally in?

I'm glad you asked "generally." [laughter] We bounced around a little bit, but so did the university, and that was also one of the things that was happening, because the men's sports weren't always in the same conference as the women's sports. Then it came about that the men's and women's sports have to be in the same conference. That happened when I was coaching. Women's sports were in the WAC, and then there was the Mountain West. See, they change the name sometimes, and then some of the schools were the same, and then there would be different schools. Of course there is the Big Sky Conference, and we were trying at one point to get into the High Country Conference, which was the Utah schools. I was pushing for that, because those schools had softball, but they said, "No, we're not going to do that."

I would say the WAC was the last conference that softball was in, and that would have been in probably 1985, 1986, 1987, somewhere in there. We were in the WAC, but we were independent a lot, because women's softball was in that conference, but there weren't very many teams. The whole women's program was in the WAC

conference, and most all of them had basketball and volleyball, but if there were ten schools in the WAC, there might only be six or seven schools that had softball. We still had to do a lot of scheduling.

Which of the conferences were friendlier? You mentioned that the High Country Conference, although you didn't manage to get into that, was more softball friendly.

Well, I think at the time, at least in our opinion, the competition level was good for all women's sports. I'm not even sure there was a High Country for men, because I believe the men were in the Big Sky at that point, and we were still trying to find our niche of what conference would be best for women's athletics. Now they don't really have a say. In those days, the coaches got together, and we discussed it and talked about it here or there and put in our two cents, and, ultimately, it came down to athletic directors making a choice financially. It's probably the same today, I bet. I'm not sure how much the coaches really have a say. It's more the athletic director, because there is more money, and more television revenue impacts the conferences today than in those days.

As far as conferences go, they were always jockeying for position, because football always wanted to be in a certain conference because they thought they were powerful, and men's basketball even got drug along a few times into conferences that were less than conducive to good men's basketball programs, because football wanted it. Even in those days, men's basketball was still below men's football. To us minor sports, they were the same, but most of the overriding impact was how it would impact men's football.

You mentioned trying to get help from some of the local businesses and casinos with the rooms and other expenses. Were there any casinos or people within the casinos that were especially helpful?

To my recollection, I think Eldorado was probably one of the most helpful initially. Of course, some of the casinos weren't around, and it wasn't necessarily just casinos. It was even

smaller hotels, or if you could get deals, discounts at restaurants or any kind of accommodation. Sometimes the University Inn might be able to put up a team. Softball always had a tournament, so we could maybe guarantee a block of rooms. Once in a while we would go to Boomtown, or the athletic directors would, to see what kind of deal they could give us if we could guarantee something like twenty rooms.

For the most part, it was pretty much the individual coaches working these things out, and it was also the same thing with equipment—shoes for athletes—because that had come that far. We started out renting our uniforms, and now we were trying to negotiate deals to get better prices or free shoes for the athletes. I don't know what basketball and volleyball did, but we would work out a deal where we got a fairly good deal for softball cleats if we all went in together, and that was just a group buy. That's all that was, but it was pretty much individually done by the coaches.

When you started out as head coach, was there a women's A.D. or senior woman administrator at the time?

It was a women's athletic director, and that would have been John Legarza. I don't know exactly when he started. He was there when I got hired, so that would have been 1978, and I believe he was there before that. I think he was probably there in 1976, 1977. He may have taken Lue's position.

I was on the search committee for the next women's athletic director, which would have been around 1986. That was an interesting process, too, because, obviously, the women coaches were looking for a woman athletic director, and the men coaches who were on the search committee weren't necessarily looking for a woman to fill the women's athletic position. We were informed, basically, if a woman showed up and was not wearing a dress, they would not even consider her to be an athletic director. So, when we went out at that point, and I even personally made phone calls to our list of candidates. We were actively looking for a woman, so when we contacted them,

we said, "Make sure you wear a dress." We didn't tell them why. We didn't want to be in any kind of position that way, but it was like, "You've got to wear a dress." It was unfortunate that that was still the attitude of some of the higher-ranking people here.

I think there were like five or seven of us on the committee: Chris Ault, myself, a community member, a men's coach, and there might have been a faculty member. There would have been a faculty member or maybe a student rep, something along those lines.

So there was only one woman's coach on the committee to hire the women's athletic director?

If there was another woman, there would have been two, max. I'm trying to think of who else might have been on that committee. There might have been a fundraising guy, because I think there were seven people. So you had to negotiate and work your deals that way, but we did get a women's athletic director, and that would have been Anne Hope. She also had to serve as basketball coach.

She was hired into both positions at the same time, and that was part of the job interview. I think they spent more time worrying about the basketball position than the athletic position because they were asking her questions about offense and defense. We spent a significant amount of time on basketball and not administrative skills, necessarily.

Do you remember who the basketball coach was prior to that?

Not for sure. I don't know if it was Cindy Rock at that time, or if it was a guy named Dick Purcell that was the basketball coach for a while.

When John Legarza was women's A.D. before Anne Hope was hired, was he aggressive about supporting women's athletics, or was he more there in an administrative role?

I would say he was more there in an administrative role.

And what about Anne when she came in?

She had been athletic director at a school in Joliet, Illinois, so she had some experience at it, and I think she came in with, hopefully, not many preconceived ideas of what she could accomplish, but she butted a lot of heads. There was a lot of conflict. I mean, not anything really extreme, but it was a constant banging for things, because she was more aggressive. She stirred up the pot, for better or for worse, because she was out there trying to get money for the women's athletics, and I can't say that we had a lot of that going on previously.

Was Title IX becoming more of an issue at about the time Anne was hired?

I think so. You know, trying to get women involved in the administrative process. A big concern on the search committee was, "Well, what if they get pregnant? We're going to do all this work, and then they're just going to leave the job." They had to have a certain image to project and a lot of stereotypes. Fortunately, at the time, the person we selected did a good job, and the presence she provided was a positive one. When we brought in Anne, though, that's why there was the conflict, because now things weren't status quo, and women were trying to get some kind of deal for shoes, and we were trying not to sleep four to a room. We wanted to try to get *two* to a room. We wanted to fly once in a while. For softball we raised some of our own money, so there was a conflict there.

Women's softball was the first women's sport that had an alumni association, and it may, to this day, be the only one that has a women's alumni association. We had our own fundraisers, and because of our budget, that was the only way we could provide the girls with some of the travel that we got. We were the only women's sport who provided letters and certificates of participation. We were the only women's sports who gave them letter jackets at that time. So we were starting to try to say, "We need more money. We want some of the things that the guys have."

And they were trying to say, "Well, no, you can't *have* a women's alumni association because you've got . . ." whatever the group was at the time [BoostHERS].

We had something, and they said, "Well, women's athletics, you can't have your own fundraisers, because you're diluting the financial base for all of athletics." That's the argument they used with us, but unfortunately, there was the football alumni group, which is probably still one of the strongest alumni associations. And baseball had a little bit of an alumni thing going on, and they still do, with their own Bobby Dolan Dinner fundraiser completely separate, just for baseball.

We were just trying to get some of the former alumni to give us fifty bucks. It wasn't like we were hitting the Caranos or the Ascuagas or any of those people to give us a thousand dollars. We were definitely not hurting their financial base, but that was the argument they used against us.

What were some of the fundraising activities that you did, or was it just soliciting within the alumni group?

We charged a membership fee, and then our biggest fundraiser was a fifty-inning game. [laughter] We would get alumni to play the current team, and it would be kind of like these jogathons. The kids went out and got sponsors, and the alumni would pitch in money, and that was how we raised our money. That was pretty much the only fundraiser, but what kind of threat was that? But they would use anything to try to keep us down, because they didn't want us to get up.

Did the alumni group have a name?

Yes. It was the Women's Softball Alumni Association, and we formed that in 1984. It lasted until the program was terminated, and that's another subject, but we're not there yet.

Anyway, we had a lot of support, but we're talking about Title IX. Women were trying to start to get some things that the men had, so this is what softball was doing. We wanted to have

some nice things for the girls to remember their years here. We wanted to be able to maybe go to a tournament. At one point we had raised money to go to a tournament in Florida, and we were told, "You can't go."

"Because why?"

"You can't go any further east than Utah."

Now look at them. They're going to Hawaii all the time, and they're going to Louisiana, and this is just for conference play. And they would turn around and use that argument. Then they would say, "Well, we can't possibly be in this conference, because there's too much travel to go to Utah." That's why they didn't want us in the High Country.

"Well, it's no further than going to LA."

Once we pointed that out, then the problem was weather, "Well, you can't be guaranteed you're going to have any games, because, you know, Utah has a lot of snow and stuff."

"Well, LA has a lot of rain."

But they always had an argument of why you couldn't do things. And what we were dealing with was Title IX. They weren't coming right out and saying, "Well, women should stay home, and they shouldn't be athletes," but at every turn there were these little obstacles and little comments and barriers that people were putting in front of you. Those were the kinds of things you were always battling, just little things constantly. It was never a big battle and blow up and, swoosh, things were solved. No, it was just a running conflict.

This was before Anne actually got here, but she came in right after that. So it was all starting to kind of build up, and I'm sure that these little things thrown in our path were exactly the same things that Dr. Lilly and Oly Plummer had been facing. But what I'm saying is that they didn't let us know as student-athletes, and I sure didn't let my kids know as student-athletes unless they came and said, "How come we can't go to this?"

"We don't have the money." So it was just one thing after another.

You had the opportunity to see two different A.D.'s in action in that I think Dick Trachok was there when you were a student-athlete, and then you got

to see Chris Ault for a couple of years. Could you compare the styles of the two?

Mr. Trachok was very laid back, and he was supportive in his own way. I think he was kind of in a position that he better supported the men's programs because donors would say, "I like football, and if football doesn't get all the money, then football's not going to get any of my money." I feel like he was in that position.

His daughter, Cathy, was a student-athlete here, so he was conflicted, I'm sure. I think she was a swimmer or a tennis player, so she didn't play on a sport that got a lot of funding. She came along after I was a student-athlete, of course, but I really feel that he could have been more supportive if there wasn't . . . I don't want to say blackmail, but that's exactly what was happening. "My money's going to go to football or basketball. It's not going to go to men's cross-country or women's sports."

I never got the feeling from him that he was against women's athletics, but he was just kind of this Wizard of Oz guy behind the curtain. [laughter] He wasn't helping, but he wasn't hurting.

John Legarza was kind of the same way. They were just sort of there. They weren't super active in going out and raising money, not for women's athletics for sure, but it wasn't the same effect.

Chris Ault came in as athletic director, and his standing in the community was different, because he had been football coach for so long, so people readily thought, "Well, I'm going to give money." It was maybe a little easier for him to get money from people, and maybe his personality was a little different, because he was maybe a little more outgoing. As far as support, he would come out to a game, maybe, but I never really felt like I got any support. He would make his presence known, and he could say he was there, but when we went in and needed things, he didn't ask us too much about our teams. He didn't care enough about that.

And Anne Hope, of course, was caught up in her own thing with her basketball program. That took a lot of time, and then being A.D. on top of

that, she was overwhelmed. She would come out to games, though. Initially, I think she showed a little more concern, a little more support.

Did it get to a point where Anne was just the women's A.D.?

Yes. I think that happened right about when I was eliminated. Maybe it was that 1988-1989 school year when she might have been just A.D. They also did that, I think, because her basketball coaching record wasn't very good.

By then, what facilities were the women using?

The women were still using the Old Gym. When I first started coaching, our offices were in the Old Gym, and then they moved us up to the Lawlor Annex. I think we all moved up there, and then it soon became apparent that wasn't enough room. Football stayed down on the ground floor of the Old Gym, then the last year that I was here they renovated the Old Gym, and we were moved back into the Old Gym, because that was going to be "women's athletics central," for lack of a better name. My last year I moved from one side of the gym to the other, to the better offices, then they eliminated the program three months later, so I don't see the point of that.

Those were the facilities, and that was where they played basketball and volleyball. Softball was still at Idlewild Park in the city of Reno. Tennis, of course, had their tennis courts, and swimming used the swimming pools still at Lombardi Rec.

Pretty much nothing changed as far as actual facilities, per se. It was more the offices. Athletic training moved a little bit, too, because originally there was no athletic training, and then they were housed out of the football field house, but we weren't allowed in there. They were in the Lombardi Rec Department for a while, but then they moved out, and women's athletics came down in there. They had their own facility down in the Old Gym.

So the women's trainers split from the men's trainers at that point?

I think so. It was the same people, because there weren't that many, and football had their own trainers, because they needed so many people. Then, basically, there was a men's head trainer and a women's head trainer, and they had some student-athlete trainers at that time. Now I believe that there are a lot more.

Then they didn't travel with softball. It wasn't until probably 1984 or 1985 when we would have a trainer out to our games, but they still didn't travel with us. Then my last two years we had a trainer who came to our practices and to our games, and they even traveled with us some, so that was an improvement in some respects. It was one less thing, because up to then, coaches did their own taping. When I had a kid break their ankle and get all busted up in Davis, I'm the one that had to bring them back to Reno and get them in the hospital and take care of it. There was no trainer involved. There weren't the rehab kinds of things that they have now, either.

The trainers were mainly there to tape, maybe do a little hydration, those kinds of things. They made sure there was plenty of water and did the taping initially, but now they're into a lot more. They have the facilities, for one thing, to provide those services to the kids today.

With the women's trainer, what kind of facilities did they have at the Old Gym?

They just had a table and boxes of tape. They had the real basics, and I think they had hydropacks to heat up and put on. Then when we moved up to Lombardi Rec they had the TEMS system, where you could put it on your muscles to stimulate them. So they were improving, but at the same time, remember, there was no athletic training except for football and basketball, initially. When I played, no one did any of that stuff. You just flat out played. There was no one to say, "Well, you're not playing." In some ways that was maybe better. [laughter]

I can remember when I was first playing. I sprained my ankle playing volleyball, and Dr. Lilly came over to me, and she said, "Are you OK?"

"Yes."

She said, "Did you hear it pop?"

I said, "Yes."

And we had a game the next day, went down there, and she just taped me up in a cast, and I played. Nowadays, those athletes wouldn't be allowed to play.

Were the girls doing weight training or anything at that point?

Yes. When I was coaching, girls were starting to do more weight training, and we had it two days a week pretty much year-round, except for in the summer. For us, off season was the fall semester, so we would weight train. NCAA regulations were different then, because we also switched to NCAA.

We haven't really gone into that, but prior to that we were AIAW, so the regulations were different, and NCAA was different when we made those switches. That was right about 1982 when we switched into NCAA. But also, their regulations were different than they are now, so some of the things that I'm saying are not, in fact, current with these teams.

We would practice one or two days a week, but we conditioned a couple days a week—mainly just got together and threw for an hour, just those kinds of things. We didn't have full-blown practices. Of course those are not allowed now, but they do a lot more weight training now, they have a lot more conditioning, and they have nutritionists. They have all that support staff, and they get around it in those ways. Then over Christmas break, kids would come in, and we would work mainly pitchers and catchers. They would pitch and throw, because we were getting ready for our season, because our season always started like Presidents' Day Weekend, middle of February.

Did the women have their own weight facility over in the Old Gym?

No. Originally, we mainly practiced up at the rec center, because it counted as a class, so we would go up there. It was usually like six o'clock in the morning, because we had to schedule our

time around everyone else's time, so to use those facilities, we had to schedule around classes. For a while we could share with the men, and some of this was all at the same time. We could share with the men's football in the field house, but that was always a scheduling problem. Then they had done something with the boxing area in the Old Gym, and when boxing wasn't in there, we could go in there, and they had a few weights. That was obviously a little more convenient, because we practiced in the Old Gym. For softball, because we went so early in the morning, we mainly just went up to the rec. I had a key to the rec building, which I don't know how many coaches had, so we could get in and do our workouts, and we weren't disturbed, but I know a lot of the other coaches worked out whatever they had to work out.

What impact did the switch from AIAW to the NCAA have?

We're talking about leveling the playing field when we switched over to the NCAA, because they had regulations in place as far as scholarships and practices and recruiting, and they just took them and expanded them to fit the women, and it got tweaked the first few years anyway. But, yes, it definitely helped, and with the AIAW, they just probably didn't have the teeth—that's my feeling—to enforce a lot of this stuff. The NCAA had been in place for so long and was established, and they had offices and budget to do this.

That was one of the reasons the AIAW didn't stick around and NCAA took over, plus a lot of women's and men's programs were going into the same conference, and those conferences were governed by NCAA rules. It wasn't necessary anymore to have the two programs, because if your sports are being governed partially by the conferences, as far as what's required—number of sports or number of dollars or number of participants, depending on the conference—then you didn't really need to have a second entity enforcing these rules and regulations.

I think it probably had more of a positive impact than a negative impact, because it was

a step in the right direction. AIAW fought the battles to get women's athletics established, and once they were established in institutions, unless they got rid of a lot of men's programs, they weren't going to get rid of the women's programs. So in my opinion, they had filled that void and done that job, and now they kind of passed it on, although that was probably not voluntary. But it became apparent that it needed to go up to the next level, and the next level would be what had already been in place with the NCAA, plus tweaking as the first few years.

That was especially true with the number of scholarships, because I know in softball they cut the number of scholarships that were allowed, once they realized, "Oh, this is not baseball." Originally, I believe, the limit was fifteen scholarships for women's softball. Well, we don't need that many scholarships, and when I was still coaching, it went down to eleven full-ride scholarships allowed. Men's baseball was what they were basing that on, and men's baseball has a lot bigger rosters. They have all the pitchers, the relief pitchers and all that, which softball doesn't have. Softball has two, maybe three pitchers on a team, period, and that's everybody, so they didn't need fifteen.

There was some tweaking that went on, and it definitely evened the playing field, I think, because there were schools who had fewer scholarships. They weren't being overrun by the schools that could have an endless amount of money before NCAA came around. Also, as far as recruiting regulations, each athlete now was only allowed five visits, which I believe is still standard. They haven't changed that. So with AIAW, one school who had a lot larger recruiting budget was at an advantage, because they could bring ten kids in to their campus, show them around, wine them and dine them, if you will. For those of us who had smaller, if any, budgets for recruiting, we were obviously at a distinct disadvantage in those situations, but with NCAA coming in, those schools were restricted as far as when they could bring those kids in, what they could offer them, what they could say to them. So even though we still didn't have any money, basically, it kind of

cut the schools with a lot of money down to our level a little bit.

You mentioned that there were eleven full-ride scholarships allowed for softball. Was your team ever fully funded in that regard?

No. Softball was never fully funded. I think our maximum was probably five or six full-ride scholarships, which, obviously, we would cut in halves or quarters or thirds and spread out over the number of athletes that we needed. Plus we would work with the scholarship office here on campus to try to get them any kind of academic scholarships. For my program, softball, that was fairly easy to do, because we recruited and got students first, then athletes, so we had a very high GPA (Grade Point Average) coming in. It was easier to get money for these girls than, say, maybe some other sports, where it might have been a little more difficult for them to qualify.

I wish we had had the Millennium Scholarship, because we could have done really well there, but, we used a combination of things. Sometimes we could get them a job with work programs here on campus. We put it all together for a package and tried to come up with some way to sell an athlete to come to UNR when we had nothing.

As they kept cutting the amount of money in the budget for softball, the scholarships kept getting cut. It became harder and harder to get the quality athletes that we needed to compete. The next to the last year of the program, when I was called into the office, they said, "We don't want you to be competitive. We just want you to compete," then the following year they said, "We're cutting your program because you're not competitive." That was a hard pill to swallow because you're at their mercy.

I only had one scholarship by then, and I was competing against schools that had maximum full rides of eleven scholarships: the UCLAs, the Cal-Berkeleys, the Arizonas, the Oregons. I was competing against those schools, and after so many beatings, I could only take so much of it. It was part of their plan to eliminate the program for some time.

Do you think they kept it around as long as they did for conference requirements?

I believe so. It was either conference or NCAA requirements, because we weren't in a conference the last couple years. The conferences of women's athletics and men's athletics didn't have softball, so we were at large and had to schedule all our own games, but it might have been a requirement as far as the NCAA saying you had to have x-number of either participants or sports or something along those lines. I really don't know.

When they got rid of softball, they got rid of men's golf, because they had already gotten rid of women's golf sometime in the 1970s. That was how they justified it, at least to me. First they said we weren't competitive anymore. Well, yes. [laughter] They also said they were getting rid of a men's program that was supposedly to offset the women's program, but the men's program competed the very next year in golf. They may have done some jerry-rigging and run it through and made it a club sport for a year. I never investigated that, and by then I'd had enough here.

I don't know how they justified the numbers. I know my money went probably to women's basketball and women's volleyball. That's my feeling. They kept looking for more money for coaching salaries and those kinds of things, and when they cut my athletic program budget, they also cut my salary along with it.

So do you think that it was the NCAA requirements or the Title IX requirements that were responsible? I mean, in some respects, do you think that came around from behind?

And hurt me? No. I think those requirements were just fine. I think it was the people administering that were manipulating the whole process to benefit themselves.

You said before that you had really strong teams for a number of years even after some of the scholarships started to be cut. When do you think the budget cuts and the scholarships cuts started affecting your recruiting?

We had gone to nationals two years, and that was before the cuts had really started. The first year we went we were pretty much at the beginning, and then we kind of built up a little bit as far as the amount of money, and we went back to nationals again. We were being competitive even though we only had less than half the scholarships of a lot of these other schools, because the maximum we had was five or six. There were a lot of years we only had three or four. We ended up winning the conference one year when we had three scholarships, and we beat schools out that had eleven scholarships.

We had a good solid program going here, but that was about the time then they just started cutting, cutting, cutting deeper, because it wasn't just recruiting that was getting impacted. It was travel budget, salary. Everything was being cut, because generally they gave us just a lump sum. We had to give them a rough idea where we were putting the money, but they just cut a lump sum out of it, and we had to make it work. It wasn't like they said, "You have \$50,000 just for travel." They would just say, "You have \$50,000, period."

I don't have my exact figures, but I think that during that final year the total budget including my salary was less than fifty thousand dollars. That was in 1988. So you can see that, yes, it took its toll. The kids that were here when we had a good program and had some scholarships graduated—and I'll say "graduated," because they didn't just leave when their four years were up—but it became harder to get kids to come in, even the Nevada kids, the local kids who came and saw us play.

A lot of the Nevada kids thought they were big fish, but they were in a small pond, so there were kids that may not have stood out as much in California, but they had played in a bigger area. We tried to get some of those kids, because they weren't as heavily recruited, and we would talk to the star player in Reno, and there were several schools interested in her, offering her a full ride. Well, we couldn't compete with that. We didn't have the money, so we had to go somewhere else to try to get somebody for less. It kind of felt like a meat market. I was always going out there to

find the best piece of meat I could get for the least amount of money.

Do you think the women being more aware of “what they were worth” was a philosophical shift from when you were playing?

Oh, yes, but I’ll rephrase that. They didn’t know what they were worth, but they knew what they thought they should get. It’s definitely worse today than it was then, because the parents are feeding them that, “Oh, you’re such a good athlete,” because in that ten year transition period that we’ve been talking about, it became acceptable to be a woman athlete. It became acceptable to be *good* at it and to go somewhere else with it and use it to your advantage. So we were coming from where we walked on and played because we love to play, to these kids, where the first thing out of their mouth was, “What are you going to give me?”. That whole transition was something hard to take for someone who played just because they loved it.

That shift took ten years. And the men had already been doing it, so women picked up on that, faster than fast.

Do you think this is something that some of the AIAW members were concerned about way back when, when they were worried that women’s sports would become like men’s sports?

I would think that they were worried about certain aspects of men’s programs and how they were run and the breaking of the rules, because there are so many rules that sometimes you can’t help it. You don’t even know you’re breaking them, and you break them. There are instances out there now of coaches getting caught breaking rules, and I truly believe that some of these rules are so obscure that they don’t know they break them.

I don’t know, as far as women’s athletes, that the AIAW was saying, “Oh gosh, women are going to be just like men.” I don’t think that that was really probably the overview. They probably just wanted the best for the women, and they knew that wasn’t going to happen, and it would come down to women athletes thinking that they

should be given stuff instead of earning it. But the parents already had practice with their sons, or the fathers who had been athletes, and they had been recruited, so they knew the process, and unfortunately, us women who hadn’t been involved in that process weren’t as familiar with it.

Regarding your allusion to the fact that your squads graduated, you were probably recruiting more for the student-athlete than for the athlete student?

Oh, yes. That was probably one of the first things I looked at. For me personally, I looked at their grades, the classes they took, those kinds of things, before I looked at their athletic skills. Of course, it wasn’t like it is today where you have e-mails and videotapes. Videotapes and film footage were just coming in, as far as student-athletes.

For women’s softball, we did a lot of good things. Probably the thing that makes me proudest of my student-athletes was that they took credits in classes, not in some underwater basket-weaving class. They graduated, and they stayed—not all of them, but a lot of them—in this community and are giving back now to this area. They all went into different things, but a lot of them are teachers. Just by giving them enough money to come to school, even if it was only books or something, that was what we did.

And we always had the highest GPA of all the sports, men’s or women’s, and we always had the amount of credits, so we were at the top in that, and we were also competitive until they just kept cutting. And when we were no longer competitive on the field, it didn’t mean we weren’t competitive in the classroom. We always had that, so they can’t take that away from these kids. And that still shows, because they’re still out there, and they’re still vital. They’re not in jail.

Talking about some of the specifics of your years as a softball coach, what would you say the state of the program was like when you started in that position?

I was an assistant coach for two or three years before I took on head coach, so it was kind of a

smooth transition. It wasn't like a whole different change. I obviously knew the area and knew the athletes, knew the university. When Oly Plummer left as coach, she left a fairly good team talent-wise, and we got a couple of players in that first year, 1978-1979, and we went to nationals in softball for our division, which was small colleges. Then we repeated that—we went to nationals two years later, again, so it wasn't a fluke. But then NCAA became our ruling power [rather than the AIAW], and the power shift put you in different brackets for post-season competition—Division I, Division I-AA. Plus, leagues changed, conferences changed, so there was a lot of movement going on in those years as far as where you were affiliated and who you played.

What kind of funding did you guys have when you started as coach?

When I started as the coach, women's athletics was still just starting to come around. I think that was kind of the real push with Title IX and getting more money for women's softball and women's athletics in general. Of course, we were still banging a lot of heads, because the men didn't want to lose their funding. It was a tough situation because you had all the men's sports, and then you had the women's sports, but the men's sports were kind of segregated, too. They had the two powerhouses, football and basketball, and then they had their minor sports, and it seemed that the men's minor sports were most threatened by women's athletics, because they were going to be the ones that were going to be cut.

As women's coaches and women's sports came in, that was not what we wanted. We didn't want to cut from somebody else to get our fair share, certainly, and it took many years for those men's coaches to realize that it wasn't our intent at all to take from them and hurt their programs. They had to realize the funding decisions were made by people above all of us, and we had to live with their decisions.

Funding-wise, we were getting increases every year at that point, and it wasn't until about 1985-1986, in softball specifically, that they

started cutting softball budgets. We received our biggest cut probably in 1986-1987, when we were basically cut to almost nothing. We were informed that they wanted us to compete but not be competitive, and the reason they were doing that was because they wanted to give our money to someone else.

At that point, women's sports were starting to get the major sports and minor sports, too. Softball had always been kind of a major sport, but they decided they wanted to put their monies into volleyball and basketball, so they started cutting us. The very last year the program was in existence we had very little money. My personal salary was cut, and, actually, it was cut below what it was legally allowed to be cut, and they had to come back in and give me a retro check because they were—I don't want to say desperate—but they were trying everything they could to force the whole issue. They wanted to get rid of softball, supposedly, so they could get money into other sports.

When they finally eliminated softball, they said one of the rationales was that we weren't competitive, even though the very year before they cut us, they said they didn't care if we were competitive. Well, you can't be competitive when you have a budget a tenth the size of the schools that you're competing against, because even that last year we were playing Oregon State, University of Oregon, UCLA, Cal Berkeley, and Fresno. If you look historically at women's softball, those were the powers. Look at how many national championships they've won and how many appearances they've made since the NCAA has come in. They were powerhouses then, and they were offering the maximum amount of scholarships to their athletes.

Basically, when it came down to that last year, we had less than one scholarship to give, and that was when you would have to field nine to start with, and most teams carried fourteen, fifteen people. You had extra pitchers and kids to bring along for the next year. We had definitely started losing our competitive edge at that point, because we couldn't *get* those athletes when we were traveling in the same kind of accommodations that we were traveling five years. We were getting

cut; inflation was still going up—the same things we’re still talking about today.

The biggest change for softball was the fact that the women’s sports in other schools—and women’s softball, specifically—were getting additional funding. We were going the opposite direction of everybody else, and when you were trying to recruit an athlete, if you couldn’t offer them something better or at least equivalent to what other schools were offering them, then they were going to go to where they felt they were getting the best deal. That’s just the nature of the human being. So when we were saying, “Gee, can you come play for me, and I can offer you a hundred dollars,” and they were getting offers from other schools for room and board and books, you couldn’t even compete with the smaller schools. Even they had more scholarship money than we did, even though we were Division I and they may have been Division III.

Did the reductions start coming about the same time UNR went from Division I-AA to Division I-A?

Yes, because they needed more money, because one of the stipulations with that switch is that you’ve got to have enough money. The reason they kept softball, I think, that last year is because there were also stipulations, at least at that time, that you had to have a certain percentage of women’s participation, and softball always had a high degree of participation because it’s a big sport. It’s not like basketball, where you only need five people, or golf. With softball you need nine to step on the field, and fourteen or fifteen people traveled, generally. So with the participation numbers, they were stuck with us, but they didn’t want to fund us.

I know there are certain requirements for Title IX issues, but there are also certain requirements for Division I-A. Did that jeopardize their I-A standing at all by losing an entire women’s sport at that point? Did they have a certain number of sports that they had to have on the books?

I don’t remember if they had to have a certain number of sports or if they had to have participants. The same year they cut softball, they supposedly cut men’s golf, but men’s golf, in my estimation, was never cut. If they cut it actually from the athletic budget, it ran through Student Affairs.

You mentioned just a couple of minutes ago that they had cut your salary below what was legal. Did they cut it by making it a half-time position, or did they just lower your pay? And was it illegal according to the university guidelines, or was it an NCAA rule?

It was university guidelines. When you’re in the system, you reach certain ranks or steps, and that was my tenth year there. We had no tenure or anything like that, but it was never a full-time position. It was like an 80-percent position, a 90-percent position, but when they cut my salary they dropped it below whatever their minimum was for the range. At the end of the year, they had to cut me a check to make the difference up from what they had cut. Basically, it was illegal.

How did they justify doing something like that with an program that was already in place? Was it just a budgetary decision?

Yes, they were saying they were reducing the whole program. Obviously this is just my take on the situation, but they were trying to force it, because I think they felt if I quit, they could just terminate the program and eliminate it that year. Well, I wasn’t going to let them do that, and I knew that was probably what they were trying to do, at least in *my* mind. So I said, “Well, they’re going to have to keep me here, and they’re going to have to keep the program; or they’re going to get rid of the program.” And when we finished that last season—which would have been 1988—they eliminated the program.

Did men’s golf become a club sport?

Supposedly. At that time I didn’t want to pursue it, because I didn’t have the resources or,

I guess, the burn, to find out, but in my heart, I knew they hadn't really cut the program, because it never seemed to miss a beat. You know, they kept calling it men's golf. It never went anywhere. And I don't know this for a fact, but I think they worked it out so they could say legally, "Oh, we cut one men's program, and we cut one women's program."

But participation-wise, they would have cut a lot more on the women's side than on the men's side, so did they add more women for women's basketball?

I don't know how, and, like I said, those things weren't static, because that was a whole period of a lot of changes going to the NCAA and adding women.

You mentioned that your last year there was a little less than one scholarship to divide up. When you first started as head coach, do you remember how many there were?

I know at one point—and I don't believe it was the first year—we had the equivalency of six or seven scholarships. That was the max, and with six or seven, we were very competitive, but the amount just kept getting lower and lower and lower.

We haven't really talked about the budget in so much detail, but the budget wasn't set in the sense that, "Here's six full-ride scholarships." The budget was set in terms of, "Here's this amount of money."

So it didn't have to be scholarships?

Some of it did, because you had waivers to deal with. Then you had additional money for food and books and those kinds of situations to deal with. We would break it down into equipment and travel, recruiting, home-game expenses, officials. We would rough that out and turn it in to Tommy Reed, or whoever was in charge of it at the time, and they would look at it and make adjustments.

They might give you \$10,000, but you had to justify it in those various areas. They didn't want coaches to spend all their money on athletes and then not have money to travel anywhere. They

wanted you to sit there and take the responsibility to say, "OK, I've got \$10,000. I need \$5,000 for athletes, then that gives me \$5,000 to use as I need it." Then you had to break it down from there.

You could sit there and say, "Well, this year is an extraordinary year. I've got eight seniors." So you might be able to move some of that money into scholarship money and take it out of something else, because maybe you would take one less trip that year. As we discussed before, you weren't allowed, really, to go out and have your own fundraising. They frowned on that, because they had their boosters club. And women's Pack PAWS was coming into existence at that time, so they were kind of picking up some of that slack.

With the softball alumni association, we did have one fundraiser a year, and that was used pretty much for awards for the team. That way they could get block N's and lettermen's jackets, and if you were a senior, you got a senior jacket, and we were the only sport doing that.

At that point the training budget was taken out early. Initially, when I first started playing, things like tape came out of the general women's budget, so you had to account for every roll of tape. People who are in athletics know that there is an underwrap called J-wrap that you put on your ankles first, so that when you put the tape on, it doesn't rip your ankles to shreds over the course of a season. Well, it got down to when money was tight, and so we were only allowed little pieces, like the end of your small finger, to put on sore spots, hot spots, and that's all you were allowed to have on. Otherwise, it was just taped to your *skin* because we had to conserve. Also, only injured people got taped. It wasn't like it is today where everyone gets taped because we don't want you to get injured. So they cut the budgets how they could.

With your salary cut, you mentioned the check you got at the end of the year. Did you address that through human resources, or was that something you did through the faculty senate?

Actually, I went to Dick Davies, who was in charge of academic affairs at the time for athletics,

and I wanted to file discrimination. I went to the president of the university, Mr. Crowley. When I did that, suddenly, they found a discrepancy in my paycheck. I don't know. I mean, they didn't have anything personally to do with it, but I suspect that somebody was looking at that and saying, "You know, if this was to continue, we could be in really hot water." So they rectified it.

I had been here ten years, and that last year, I made \$10,000 at an 80-percent salaried position. The year before it had been seventeen. It wasn't a lot of money even after being here for nine years, but I did it because I loved the sport, and I loved the school, and that was probably one of the reasons I also didn't pursue it.

You can only fight so many battles. We had already fought battles to get women's athletics going. Anyway, that's water under the bridge, and hopefully, I look at what these women are making now, and it's a livable wage. And even then, I think, well, that was a lot of money twenty years ago, but it really wasn't, because we were expected to be in the office from eight until five unless you had practice. But with softball, we started at six in the morning, because we did our weightlifting in the morning so we could have use of the facilities, which we talked about previously. Those were long days. Then you were gone during your season, or when you were recruiting you were gone Fridays, Saturdays, and Sundays, so you really couldn't have a second job. It's not like I had that salary and I worked in a library where I could find a second job. But we all do things when we're young that we do because we love whatever we do, and that's the way it is.

Now with your budget, I know you've got some of the materials here. Would you talk a little bit about what you had in different categories or how things were lined out at different points in time, just to give people a sense of what you were operating with?

One of the things through this whole process, up into the elimination of the program, was that there was never any money in the budget for assistant coaches, and you really need at least one other person out there. So the people that I had

volunteer had to room somewhere; they had to eat somewhere; there had to be a spot for them on the bus. So that all came out of the budget, also.

So there wasn't a line for the assistant coach, but you could put money in to get your volunteer assistant coaches places?

Right. They didn't need to pay to volunteer. Now I have the whole women's athletic budget here from 1973 to 1974, and this is what was requested from the coaches to the administrator. The total softball budget for that year was \$1,085.74, and that included twenty-three players, because there were two teams in those days. It included one coach, because the coach coached both teams, and a manager. In those days the A and B teams were equivalent to varsity and junior varsity now, and the budget allowed for two away weekends and two home weekends. It doesn't seem like a lot of games now, but we had games scheduled with Hayward, Davis, and Chico here at home, and then we would go to Sonoma, Humboldt, Sacramento, and Cal Berkeley as our away games. For the away games, the total expenditures for those four games, two weekends, was \$557.14. That included transportation, meals, and lodging, and lodging only for one night, because we would drive down the morning we played, play, spend the night, play, and come right back. The one night when we played Sonoma and Humboldt, we probably stayed somewhere. I don't remember. [laughter] This would have been my freshman year, and we probably stayed on a gym floor or in some players' houses, like I mentioned earlier.

Then with the budget, we broke down the equipment budget for everything, which was our game balls, our bats—in those days they were wooden bats—and rule books. We had gloves, because a lot of women in that time didn't have their own equipment, so there were usually a couple three gloves that the university provided that were just used by whomever needed them. For the whole year that expenditure was \$267.60. That was too expensive, so they had to end up cutting \$29.49, and the final, actual budget was \$1,056.25.

What did they cut the \$29 from?

I have no idea. [laughter] All I can say is it says, "Cut," but that was similar, because it didn't matter what your sport was, because if I go back and look at these other sports, we all had very similar expenses. So our budget was the exact same budget as basketball, as volleyball. Gymnastics was the exact same budget.

What was the entire women's athletic budget for 1973-1974?

I just happen to have that. [laughter] The total budget that was requested was \$9,331.62, and that was administration and general expenses—that's listed twice, and I'm not sure why—and then the four sports. What we actually got was \$4,800. Less than \$5,000.

And that was the year after Title IX went in?

That was one year after that, but that figure doesn't include the salaries, and there were no scholarships at that time, either. I have a softball budget from 1980, and my total operating budget at that time was \$14,400. In addition to that, I had grant-in-aids or waivers. I had six and two, which meant six in-state and two out-of-state, and in scholarship money, which was separate, that wasn't state money. We called it non-state money, which would be probably from boosters, so our total budget for that year was \$23,280.

I do have the operating broken down into a few categories. We allowed \$7,000 for team travel, \$1,000 for home-game expenses, about \$1,800 for equipment. That seems kind of high, but perhaps we needed uniforms that year. Recruiting was all of \$800, so there wasn't a lot of money spent there, and some of these categories weren't set in stone. It wasn't like if I went over and spent \$7,500 in travel, I wouldn't get it. I just put my expenses in.

I did my expenses just like you do at home. I submitted them, and the players got a per diem, so I could do it either of two way. We could actually give them cash, and the amount we could give was mandated by the state or the university. That

was never even anywhere in my consideration, because I never had that kind of money. Or you could do it how softball always did it, because I needed money.

When we traveled, I would tell the players, "This is how much money you get for your meals." So when we would go to breakfast, I would say, "You get five dollars," and they had to include their drinks, everything. I always took care of tax and tip, of course. Well, sometimes I would tell them they had to try to include that in there, and I have to say 95 percent of the time they were really, really good about it, because they knew we didn't have any money, and what we didn't spend came back to them, because then we would still have money at the end of the year.

Could you carry that over from one fiscal year to the next?

No, but we could use it for equipment or whatever, because we would always undercut certain things and overcut or pad in other areas, because we never knew how much stuff was actually going to cost. Plus, myself personally, I always liked to have a little bit extra at the end of the year. I liked to go in there and say, "I didn't cost you all you gave me," even if it was just a couple hundred dollars. I could say, "Never once did I come to you and need money. I worked within my budget, so if I say I need something, I need it." And generally, I have to say that up until the last couple years they understood that, and the last couple years it just became more, I don't know, a business—kind of a cut-throat industry, and it wasn't as much fun.

And if you had money leftover and got into something like nationals, could you use that?

You had to go get separate funding for that anyway. In 1977 we went to volleyball nationals. First we had regional play-offs, and then after we qualified to go to nationals we had two additional weekends, and the coach had to go and talk to the athletic director to get that money. Up to that point, he could say no. Sometimes he would say,

“Yes, but we’re going to take it out of next year’s budget.” But you went. They never said no. They just said, “This is how it’s going to work. We’ll find a way.” It might mean you had a little less money next year, or especially the first couple years, all women’s athletics would have a little less money.

So in some respects, if you went to nationals, you got penalized?

Yes, but that was then. Now they get paid.

The last budget I have is the 1983-1984 year, and the total operating budget then was \$21,000, but I don’t believe that included scholarships, because those were separated by then, and it was a set amount. As I mentioned, initially you got four in-state and one out-of-state, or whatever your number was, but it was only a fee figure. I think it really kind of came about because of men’s sports, because a lot of the men’s sports programs, those athletes didn’t take full academic schedules. So then they were realizing they were only taking twelve credits, and a full schedule is fifteen or sixteen, so why couldn’t they start divvying those up and actually making another scholarship out of it? I think that was probably about 1981, 1982, somewhere in there. It wasn’t like a memo came out, but it was being done because it made more sense that way.

There were no more waivers. They had gone. I don’t know where they went, but we didn’t have to worry about them anymore [as far as in-state and out-of-state]. So, if we needed three out-of-state kids, we went and got three out-of-state kids. We knew it was just going to cost more, because the out-of-state tuition was higher. We didn’t have particular numbers of waivers anymore, but instead it was a lump sum.

We were discussing earlier whether we recruited more in-state or out-of-state, and as you can tell by our budget, we didn’t have a lot of money to go recruiting to begin with. So we did a lot of in-state recruiting, but once again, the in-state kids all thought they could play, and the younger girls at the time didn’t play as much summer ball, so they didn’t really see how they compared to California girls. Now they play year-

round, so they know how they stack up against girls from Sacramento or the valley.

But back to the budget, that gave us some flexibility. The monies were changed, too, because more money was being raised outside of what the state was giving us. The state gave us a certain amount of money, then we got a certain amount of money from the student fees.

Would those have been the ASUN fees?

I don’t know. For 1982 and 1983 the state gave athletics, overall, roughly \$712,000, and student fees put in an extra \$148,000 to athletics overall. Then there was also the money that was raised by Wolf Club, and that was almost a half a million dollars at that time. Then there were guarantees from radio and television, a little over \$200,000, and then ads. Program ads and sales was another \$46,000, then there was another \$178,000 from special transfers and box money. I have no idea what that really means, but that was the actual budget in 1982, 1983. So then women got their percentage off that, because we’re talking \$2 million total there.

Since there started to be money coming in from NCAA sources, did going with the NCAA help the women’s programs at all, or did that take a while to get going with publicity and the different money that would come in through different conferences?

Obviously some money came in, but I would say that was probably the late 1980s. It took a few years after the NCAA came in for it really to start trickling down. It made a difference, because there were different rules to follow, for one thing—as far as recruiting, practicing, what was required to maintain a scholarship, and the number of scholarships. Then the conferences made a difference as far as how you had to fund women’s athletics, how many sports or how many athletes you had to have, or what the dollar amount was. So it varied from year to year as far as what it was, but it definitely made a difference.

It also made some negative differences in the fact that women’s athletics, I think, at least at

UNR, were very clean and clear-cut. We were here just for athletics, but then it started moving into the business part of it. It made differences, not so much for my program, but if you went and got a shoe sponsor, it had to be approved both by the university and NCAA. I don't know if they still follow that, but you could only have a certain amount of shoes with a Nike logo and a certain amount of shoes that had Adidas logos, so those were additional rules that you had to follow.

But at the same time, out in the community, people were realizing women could be athletes and they could be academically inclined, so more people were willing to give money for women's athletics. That's why the Pack PAWS started coming in, I think, because there was money out there for women to get, and we were actually able to get some people who would sponsor shoes for the basketball program shoes, the volleyball program, so they all played in the same shoes. And generally, it started with shoes, then it went to uniforms and then sweats. Sometimes, I guess, with softball it would be bats or equipment like that.

We've talked about the budget in larger terms, but as far as moral or financial support, was there anyone in athletics who was particularly good about helping you get things done? For example, if you needed to work something out with scholarships, was there anyone in the department you could go to who would make things work?

Sure. Tommy Reed. If I had a problem or had a question or needed some help with the budget, if I had a question about what I could do or needed to do, I could just pop in and talk to him, and he would bend over backwards to try to help me. From what I gather from other people, he did the same thing. Chris Brett was the secretary for basketball, initially, and then her position changed, but if you needed anything, she knew either who to contact or how to write the letter—because we were writing letters in those days—and she would get on it. There was no delay. So those two really helped me, personally.

We also had trainers. Initially we didn't have any with the programs, but once we started getting

them, we needed people who would understand our sports and understand women's athletics, because that whole field was developing at the same time. As I mentioned before, we went from me being solely responsible for the health and welfare of my athletes to having someone actually go with us who was responsible for that and took over that duty. Before that, I would sit taping somebody's ankle and trying to hit ground balls at the same time and juggling all that.

Sherry Williams was quite helpful in women's athletics and pushing to get more trainers for women's sports. Not women trainers necessarily, but that, too. She was an athletic trainer. Ron Bailey was doing training at the time, and he was supportive of women's athletics, but he was trying to do all of football himself at the same time. He had training classes, and he was more than willing to show women athletes how to tape. If we had any questions, or if we had an injury and needed to talk to somebody, we could go talk to him.

When I first started as coach, we didn't have a trainer on the women's side. We did have a women's trainer before Sherry, now that I remember. Her name was Vonnice, and she did all the women's sports at the time. She would travel with the team, but I don't think she traveled all the time. Softball was always kind of a stepchild as far as having a trainer. By that time she had already had volleyball and basketball season, and she had traveled a lot, and we had taken care of ourselves, so she didn't really travel with me, per se, and that's probably why I forgot about her, as far as being a trainer. But she was on campus, and she took care of sprains. Students would go up and see her before they came to practice, so she never really came to practice.

Then Sherry Williams came in there. Sherry started out coming out to home games, then the first trainer that really traveled with softball, I think, was Anita Miller. She traveled a couple times with us, but it wasn't like nowadays where it's automatic. Part of it was because you still had to budget for them. They had to be willing to room with the coaches, and they also had other sports, so they had to schedule. See, there was only one person, so if there were other sports going on, the

home sport got it. For the away sport, you were on your own, and that made the most sense.

In the late 1980s, there were more student trainers, so you might get assigned one to come out and cover your practices, but there would still be trainers up here on campus to take care of our athletes. There were always doctors for the football program. They didn't necessarily take care of women athletes, but at that point, in the mid-1980s, there were more doctors, also, to take care of women's athletics.

The P.T. [Physical Therapy] was pretty much done by the trainers. That was their responsibility. But when there were surgeries—and I had more than my fair share of surgeries involved with my athletes—we went to whomever the trainers recommended or who was covered by their parents' insurance (since they were under their parents' insurance). They could have campus insurance, too, since as an athlete you had to have insurance, but it didn't cover anything like surgery.

How long was the softball season?

As you can tell from the budget in 1973, when I was a student, it wasn't a very long one, although it sure seemed longer than that. [laughter] In 1973 it appears that it was about a month long. By the time I was the head coach, we were playing probably twenty-five games starting in February with away games, just like baseball does now. [laughter] Once in a while you could play here at that time of year, but you couldn't guarantee that that would be the case.

Once I was the head coach, it was almost automatic. We started in February, Presidents' Day Weekend. We took the long weekend and would go to southern California, usually, to play San Diego, or a couple years we went down to Arizona, and there was a tournament down there. We would finish up usually about the first of May right when school was getting out.

Every weekend we would play two doubleheaders. We would play a doubleheader on Friday night, turn around and play another doubleheader on Saturday, and then come home. Sometimes we would play a single game on Friday

and a doubleheader Saturday and Sunday or a tournament. At that time, if you had the van and you were gone, you might as well play as many games as you could.

And this is what you were doing when you were a student-athlete, too?

Yes. That was a very frequent thing we would do. We would play Friday, Saturday, and Sunday. We would play doubleheaders each of those days, against a different school each day. So we might have played Santa Clara and then Sacramento, or we played Stanford and then Sacramento. When we went to Fresno, we would play in a little round-robin kind of thing with Fresno and Pomona, so there were three teams. That was common in softball in those days to bring two teams into an area, and it wasn't really a tournament, but travel-wise, you could get different schools to play each other.

In some respects, it's kind of the old field-day model.

Yes, exactly. Then we always had an annual tournament here, and at one point in the early 1980s up until about 1982, 1983, we would have twenty teams here. Then with the NCAA coming in, there were different conferences, budget cuts at other schools, other schools getting more money and not wanting to come here because they had more money and weren't driving anymore, and so on. But in 1985 we had a tournament with eight teams, down from twenty teams in the late 1970s and early 1980s.

That tournament was always mid-April, and you never knew what the weather would be like. We usually got snow one of the days of our tournament, and there were plenty of times we played in the snow, but whether you play baseball or softball in Nevada, that happens.

We didn't have the money to keep the kids in school like they do now, when they keep them here even after school is out. Well, you have to pay for their lodging and their meals in addition to what you've already paid for their school-year scholarship money, so that's another whole

budget. That wouldn't have even been considered. We saved our money.

One year we went to Florida and played in a big tournament down there, because we could get good weather, and we could play a lot of different schools. Different experiences, and, of course, we were told at one point that we couldn't go any further east than Utah, supposedly. There were always these things that came up. Now we're in a conference where the men's programs are playing Louisiana and Hawaii. I mean, can you get in a conference that's more wide-range? But in those days, oh my gosh, if you traveled to Salt Lake, why would you *do* that when there were all these good schools to play in California? So, generally, we stayed West Coast and played.

Our season had definitely expanded. Of course, we weren't making any kind of play-offs or anything like that, but we finished second in our conference one year, even though we only had one scholarship compared to the team that won the conference, which had eleven. I think it was the WAC conference, and USIU (United States International University) took first place that year.

The one thing about Nevada is that we had the opportunity to play the best schools, because we would get in the van, and we would go. Every Easter we would go down to southern California. We would start the season in southern California or Arizona, and then we would get in the van at Easter and go back down. We would schedule eight, ten games and just drive and then come back, because there wasn't enough time to let most of the athletes go home on spring break anyway, so we just kept them playing.

You couldn't let them have a week off in the middle of your season, so they would have had to stay here anyway, so they might as well go play. We also would go up to Portland and play the Oregon schools, but we could count on rain there. That was before the women's programs had indoor facilities up there or the facilities they have now, which have good drainage, so we would get rained out. And you had to have major rationale for going to Utah, when you knew it was going to rain or snow there, but where else could you go and play?

It goes back to budgeting. I don't know how the baseball team budgets when they have all those rain-outs. Very rarely did that happen. The last season we actually rain-outs. We went up to Oregon and got rained out there. We went to Utah one year and got snowed out with a major blizzard that no one could predict. Of course, I think they thought we could. We had managed to get a couple of games in, at least, but the tournament had gotten called off after that. At least we could say, "Well, we played."

The Utah schools would come through here on their breaks, so they would stop and play us either coming or going, then they would go to Sacramento and or wherever, but we were finding it harder and harder in the late 1980s to get teams to come here. First of all, teams were offering money, offering places, paying for the teams to come in to stay and play. Well, we didn't have a budget for that, so the teams would have to pay their own way. If teams were still driving and they had to choose between staying here and maybe going to Las Vegas and having Vegas pick up their tab, they were going to go to Vegas. Scheduling became harder. Then the next step was they started flying, so they weren't going to stop in Reno. They would fly right over and land in San Francisco or L.A., so the scheduling was increasingly filled by teams not necessarily of lower caliber, but in lower brackets, lower-division schools. We still played the tough schools, but we always had to group them together. If you were doing well and got lucky, you could play really well and maybe compete with them. By the end we weren't competitive with them, really, because we didn't have the scholarships.

And if you play them all at once, you're going to really get beat up if you're playing two or three doubleheaders against some really good teams in southern California.

Yes, and that's what was happening to us the last couple years. We would go down, and we would just get our heads banged around, because we were playing the best schools in the nation. So you were playing Pomona and UCLA, Fresno,

and Stanford was just starting to come on. We had the Arizona schools, of course, and we could play those guys back to back to back, and we were reeling from it, but we had to do it because that was the only opportunity we had to play them.

It was probably good training for nationals, because the two years that your teams went, you probably would have seen teams that you had already seen on the rest of your schedule?

Yes. Actually, the second time we went to nationals, it was in South Dakota, and I think our first-round game was against Portland State, a team that would come down to our tournament every year. I think I told you this story, but they were the most faithful team.

The budget impacted not just getting the kids, but in what they played, who they played, and where they played. But I think overall, as far as the kids that we had at UNR, most of them were local kids. I did have out-of-state kids, because you had to go out of state to get, especially, specialty positions like pitching and catching. You had to go out of state to get those, and sometimes, unfortunately, you had to pay more for those.

This sounds like a meat market, getting people to come play here, but automatically, if you got an out-of-state person, it was going to cost you more money. Then that would impact your in-state kids, and it goes back to, "Well, if I can't get a full ride, or if I can't even get my tuition paid for, I'm not coming to UNR." So it was a spiraling effect on the budget, and the administrators knew that.

The other thing with recruiting athletes for softball was that we didn't recruit them just on softball skills; we recruited them on academic skills. It doesn't do you any good to get a really good athlete if they can't stay in school, so academics became very important for me. I have to say that the girls that came to UNR—not just the ones that were recruited, but the ones that walked on—had one of the highest GPAs overall as a group, year in, year out. They also had the most credits taken, so they averaged fifteen credits. I'm not saying all of our girls graduated, and I'm not saying all of our girls took full loads, but when

the dean's list came out, softball was always at the top or very near the top in those two important categories: GPA and credits.

The other thing is that a lot of my athletes stayed in this area. A lot of them are teachers, but there are nurses, and they are in other professions now. They've stayed in this area and have continued to contribute to this area, and they support women's athletics now. They've got kids that are participating in sports and starting to go to college. I never had to worry about them going to jail or getting in trouble.

They were, for the most part, good kids. Yes, they were wild. They were student-athletes in college in the 1970s and 1980s. [laughter] But they managed to get their times and their priorities set so they could study, and some of that came from us, in that you didn't come to practice if you had a class. We didn't take you out of classes to go on trips. We didn't have games on Tuesdays. They missed Fridays, but they knew that when they were doing their schedules, so a lot of classes didn't have Friday classes, or they had morning classes. If they had eight o'clock or nine o'clock classes, we would leave at ten o'clock so that they could get in a lot more classes. It's not like now where they're practicing at one o'clock, and they have to get taped by twelve, and they have Tuesday games or a Thursday game, so they miss all this class time.

It was a two-way street. They needed to make their classes and make their grades, but it also made it a little more difficult to recruit, because there were definitely good athletes who didn't have the smarts. [laughter]

And you were doing this even before the NCAA came into the women's side of things.

Definitely. Basically, AIAW just said you had to have twelve credits. It didn't say in what or what kind of GPAs were required. They had recommendations, but with NCAA, you definitely had to have twelve credits. Then, of course, they put in their core curriculum, and that was coming in in the mid-1980s, which I think was a great thing. You couldn't take underwater basket-weaving and come to college and expect

to do well. Unfortunately, some of the classes that some of the athletes were taking then at UNR were basically underwater basket-weaving classes, just so they could have their twelve credits. For women's athletics in general, but my sport specifically, students took classes that meant something, that they were going to graduate with. We had one of the highest graduation rates, and you don't graduate taking underwater basket-weaving.

Even at that time with men's sports, I know of several incidents where they weren't showing up to classes, and professors were being forced to give good grades to athletes. I never once asked for a grade for an athlete, and I would never do that. I might ask if they could have a test changed to an earlier time—always earlier. You were not allowed to take it later, unless the professor said that was OK.

What about the NCAA regulations on when you were allowed to start practices and that sort of thing? How did that impact the season when some of these kids were playing all three sports?

When I first started playing at UNR, we played three sports. We came in in August and played volleyball. The day volleyball was over we started basketball, and then usually before basketball was finished, we started softball, because we could have softball practice in the afternoon, and we could have basketball practice in the evenings. Also at that time a lot of the girls were playing softball on their own in the summer, so we could actually have basketball and two softball practices in one day if we really wanted to, and most of us did. [laughter]

But now the NCAA has put regulations, at least softball-wise, that limit the number of athletes from any one school that can be on summer league teams, like with the Reno City League. So in an isolated area like here, you couldn't even have a team. That was coming in right when I was leaving. It wasn't like the summer leagues were trying to be a summer university program. They were just trying to be a program, and it was their only option. Well, it didn't make the same impact

if you were in southern California, because your university team could go to four different teams and play all summer. But it has forced a lot of summer programs out of existence.

One of the first things that went was the summer program playing together. Then the NCAA started saying, "OK, now you can only practice this far in advance of your season." In the fall we had a class through the university, and we would go out and throw and hit a little bit and weight lifting—mainly conditioning. It was a conditioning class, and we could do that.

Then NCAA came in and started putting regulations on what you could actually do in that class, because they didn't want it to be a year-long conditioning program for softball. It was for all sports, but we were talking softball here. Then they started restricting that to pretty much weight lifting and running, which is pretty much what we did, but then you had to have certain breaks and those kinds of things in there.

I don't know what the regulations are now. I certainly haven't followed it in the last fifteen years, but I know that you're not allowed to practice too far in advance. We would bring kids back over Christmas break, because we started our season February 14th or 15th, and we wanted at least a month, because especially here, you never know what the weather's going to be like. You may not get outside before your first game, so sometimes that Christmas break was the best weather we had. Having a lot of Nevada local athletes, that wasn't usually a problem. They would come on their own, and we would practice, but the NCAA started saying there were restrictions on that.

By our last season, I think we could start practicing either three or four weeks before our first game, which came right when school started anyway, and usually they allowed our pitchers and catchers to come a little sooner than that, because they need to be in condition. They don't want injuries, but they don't want to make it a full-time, year-round thing either, which I can understand. It was a good thing. Everyone needed a break. But it didn't really affect the playing schedule so much.

Then around 1980, right in that era, there was more separation. Players were playing just one

sport or maybe two sports if they didn't conflict. Part of that wasn't just NCAA regulations. Part of that was scholarship restrictions by the coaches who had offered the scholarships.

As I mentioned before, when I was a student, Dr. Lilly knew that I probably wouldn't play basketball, but she gave me a basketball scholarship to keep me playing basketball, because she knew I would play the other sports. Nowadays, coaches would not even consider anything like that because of the chances of your athlete getting hurt playing another sport. That's when they started being very proprietary of their athletes, and they would restrict them and say, "No, you can't play this sport."

There was a recent volleyball player who was on a volleyball scholarship, then her senior year they let her play basketball, because it didn't impact them if she got seriously injured playing basketball [since it was after her senior volleyball season]. That's really why a lot of the separation began and why athletes became specialized, plus they started getting specialized as youth players for that same reason, because scholarships were available.

It wasn't budgets, per se, but here was this golden carrot out here for women's athletics—well, for any athlete, but for women's athletics especially. It never was there before. All of a sudden, you've got this golden carrot dangling in front of you. "Well, now I want my kid to be the best softball player there is," so she is only playing softball now. That's really when the scholarships became a little more specialized. The athletes became a little more specialized, because there was that reward out there for them. Then you could really see the separation in the sports, whereas before, there wasn't that. It was all muddy, because you were an athlete, and you played whatever was available. And it didn't matter—if you got hurt, you got hurt. You dealt with it, and you would go on, but now that couldn't possibly happen.

So, what came first, the specialized scholarship or the specialized athlete? In my opinion, it was really the scholarship thing, because those parents and kids say, "Well, I can get my education paid for," and there's nothing wrong with that, certainly.

The whole scholarship issue and the push for women's athletics has definitely improved women's athletics, but it has its down side, too, because, academically, there are a lot of athletes that are on the fringe that could benefit with their golden carrot. I think, unfortunately, that the men's programs have put a real dark shadow, a cloud, over the whole thing, but if you held out this carrot to certain people and said, "This is what we're offering you. When you come here, we're going to be riding you academically, then you get to play," they would straighten up. They would be motivated.

We don't offer that anymore because the coaches can't offer that anymore, because there's no room in it. You have to have x-number of core curriculum classes. There was none of this going to junior college and trying to get yourself qualified to come to play for one semester at a four-year school. You didn't have that then.

So money has tainted athletics, but athletics and the university go hand in hand and always have. It can be good for a university, so they're never going to cut it. Now they realize, "Oh, women's athletics can be moneymaking just like the men's." And I think women's athletics has been right on the edge the last couple years. All the sports are on the edge where they can go one way or the other with it. Yes, they can make money, and they can be good for the university, or, it cannot be a good thing. It just depends on how they want to take it, because people are realizing that, yes, women's athletics can bring money into the university if you support them. That's what it all comes back to from the very beginning of Title IX, supporting women, and it fosters itself. It took a long time for the universities to realize that they could be producing revenue.

To a certain extent I think this gets to what I was going to ask you about next, which has to do with visibility for women's sports, because I think universities put more promotion into women's sports as they saw women's sports being more valuable, in whatever way. At least early on, when you started coaching, do you think there were issues of visibility for women's sports?

Certainly. I think the university in some respects tried to hide the fact that they had women's athletics—not intentionally certainly, but it was never high on their agenda, because, gosh, women couldn't possibly be as good as men. No, the women can't be as good as men in a lot of things, and fortunately, maybe they don't want to be good in those things anyway, but they have their areas.

We had a lot of people come to our games. We had as many people coming to our games in volleyball and basketball as they have now. If you look at attendance figures it would be shocking probably, but times have changed, too. There was nothing else happening—no Nintendo, and televisions probably weren't in most of the dorm rooms, so they came out and socialized. So it's changed culturally, too, and not just athletically. It's harder for women's athletics to draw people now, too, but it has also increased their visibility, because it's more acceptable.

And we've talked about this—they've also isolated themselves more, because they have big facilities all to themselves, and previously we didn't have those facilities. We were right here on campus. We were allowed to play intramurals, so we mixed with other people. So we would meet somebody on another team and say, "Come and watch us," and they would. Now you're not allowed to do that, so you're limiting yourself. So it's really a complex issue. You talk about visibility, if they're doing a better job, and I'm thinking, "Well, yes and no."

So having a media guide now doesn't necessarily outweigh the campus support that you got before?

Right, because who gets the media guide? Somebody who's already walked in the door. I have coached here, obviously—that's why I'm talking—and I have never once received a schedule of any of the sports. So where are they reaching these people? You want to be visible. Get the schedule out there. They put it in the newspaper. Well, OK, I don't get the newspaper. So they are more visible in some respects, but in some respects there is still a curtain around them, because there are ways they can reach people. And maybe they send flyers to the high schools—I'm really not sure—but they

need to make that effort and start filling the gyms, because it is proven that women can fill the gyms. You look at the schools that are good. Were they good because they filled the gyms, or do they fill gyms because they were good?

You look at your Tennessee in basketball or UCLA and Arizona in softball, basketball, volleyball, and Stanford. Those gyms are close to capacity—eight thousand. They might play in smaller facilities to the men, but people go there, and they watch them, and they pay their money. So did they go out there and start knocking on doors and say, "Come and watch us?" Then they maybe had more revenue, therefore they could get better athletes—that whole cycle again.

Create the excitement. Create it when a kid comes in. So what happens now when you're recruiting and you bring your kid to your campus and there's a gym, Lawlor, and there are 300 people in Lawlor? Do they go to another gym somewhere and see 3,000 people? Athletics has got to realize that sometimes you've got to spend money to make money.

And maybe it's a difference in perceived visibility. Do you think part of the attendance issue has to do with the fact that the university has become less residential and a little more of a commuter college over the years?

Yes, that could be. It could also be that there are fewer local students now. Even if they live on campus, many of them aren't Nevadans. It may be a loyalty issue. They've come from California, Cambodia, wherever, and in the 1970s that was less the case. Before it was Nevadans going to a Nevada campus, and even if they didn't live on campus, and commuted into campus—whatever the percentage is I wouldn't know—they were still Nevadans. Now that's not the case.

Back to the visibility issue. How did you get scores from the women's games in the paper?

As a softball coach, it was my responsibility to call the scores in on all away trips and most home games, at least initially. Once in a while when

we started having a sports information director they would take care of that some of the time, but on away trips that was my job. I didn't have a statistician. I didn't have a manager. We couldn't afford a manager. It always goes back to budget. There was one coach and a volunteer assistant, maybe, if they could get off work to come, so it was my job to total up all the stats, because they weren't totaled up. Some player did the stats on the bench, so after the end of the game, I would have to total them up, then I would call them in to the sports department at the *Reno Gazette*. That's how they got in there.

If you didn't call them in, you could get an earful from whomever. It was just one more thing for the coach to do, but it was important that the kids got recognized and got called in. Initially, sometimes they would just run a box score. They would just put in win and loss and didn't even put individual columns, but a lot of times, once you got to know the guys, I think we had a fair amount of good publicity. The TV channels would come out and cover us, do maybe two stories on us every year, so I think we got a fair amount of publicity that way.

Were there particular reporters with the Gazette-Journal or with any of the TV stations that you remember dealing with who were particularly good?

I know that guy's name, but it'll come to me at some point. Then the UNR paper, the *Sagebrush*, would have somebody come and interview you a couple times, so there should be a copy of stats pretty much here on campus of all that stuff.

I have just a few more follow-up questions for things we haven't fully discussed yet. When softball made it to the nationals, was it 1978-1979 and then 1980-1981?

Yes. There was a year between. I think my first year was 1979, and then we went in 1980. So there was a year between.

How did you do?

We didn't do very well. We were probably overwhelmed. We won one game and lost two games both times, I believe. They had sixteen and twenty teams at the time. I think the first year we went was in Sacramento, and it was the first time they held it, then we went up to Sioux Falls the second time.

You finally make it to the nationals, and they were in Sacramento. [laughter]

The good thing was—back to budget—we could afford to go. Then once we had been there, they really couldn't say we couldn't go. Plus it had been a couple years, so budget-wise, things had changed a little bit. But, yes, we could afford to go to Sacramento, so they let us go. We played Chapman College from the East. We played Portland State. I do know that. We played that first round up in Sioux Falls or wherever it was, South Dakota. I don't remember who else we played off the top of my head.

Is there anything about the demise of the softball program that you wanted to talk about that we haven't touched on already?

I don't think it was the right thing to do. I think there were probably some self-serving interests involved, and there generally are when things like that happen. I don't know who they were, per se, and even if I did, I wouldn't say, but I don't think it was handled by the administration particularly well. I think they should have offered to come tell the athletes themselves, with me. As it was, I had to tell them.

For the people I had recruited, since the program was terminated, they could go and play at another four-year school immediately. There were no NCAA penalties, and they did offer to finish out the scholarships of whoever was on scholarship. That was the problem, though. Whoever was on scholarship really didn't have that much money. They got their scholarship the next year, and after that they were kind of on their own.

The excuses the administration had used the last couple years, they were just hiding behind

it, but I just felt it was wrong for the athletes, and especially since most of those girls were Nevada girls. Yes, there were a couple of out-of-state girls, but most of them were Nevada girls, and I just think that they could have done better by the Nevada kids. But they made their decision, and that's fine.

You can't do anything about it at that point, because there weren't the resources and support available to challenge that decision at the time. Maybe we should have. I don't know. You always look back and say, "Well, I guess I could have forced the issue," but I think they let the players down more than anybody else. But I have to say most of those players are still around, and they're still playing. [laughter]

Do you have any final thoughts to wrap up?

Overall, athletically at UNR, I think they've been as fair as the times allowed, even though they cut my program. For me to be able to say they were fair is a tough thing, because it's a tough thing when you don't have the money to make the changes to do it. But overall, I think they've been fairly fair to women's athletics. They haven't been a standard bearer by any means. They haven't been right upfront, and they've had to be prodded a few times, too, but they have good programs. The facilities—and maybe it's the coaching—are not always first-rate. We make do because of budget, but they're good facilities, and they put good programs on. That's something they should be proud of.

As far as women's athletics, generally, they should be proud of the fact that their names are not on the police blotter on a regular basis. In some places women's programs are becoming as bad as men's programs, as far as that goes. So that comes from the leadership—the administration, the athletic director, the coaches, and all those people. I think they should be proud of what they've done, and I think they should really, overall, look to what they could do, because Nevada's a very unique place. We have the opportunity to put together some really fine programs, because we are isolated in a sense, and we don't have the competition two miles down the road for a kid to go to.

WILLIAM WALLACE

William Wallace: I was born in 1940 in the Hollywood Hospital in California. I have one sister who is three years older than I am, but she claims she is three years younger. [laughter] I got my undergraduate degree at the University of Redlands. I had been majoring in mathematics, but I quickly realized that I had reached the end of my rope in mathematics, so I switched to my minor area, which was psychology, and went to graduate school at Northwestern University.

I finished in 1966 and took a position here at the University of Nevada. I stayed here for three years and then had an opportunity to go to the University of California, Berkeley for a visiting position for one year. It was a very different time, because in those days you could not take a leave of absence if you did not have tenure, so the only way I could accept the position at Berkeley was to resign my position at Nevada. I wouldn't want to do that today; I had a two-year-old and a one-year-old at the time and had no position after the one year in Berkeley was finished.

As things turned out, at the end of my year at Berkeley there was a late resignation here at the University of Nevada in the Psychology Department, so I had the opportunity to come back. After a year at Berkeley in 1969-1970 I

was longing to come back to Nevada; that was a tough time.

Mary Larson: What kind of activities were you involved in growing up? I understand you were an athlete yourself.

Yes. I lived to play sports. I decided on University of Redlands because I thought I could play football and baseball right away instead of having to sit on the bench for two or three years. I wish I had played more tennis and golf and done more swimming in those years, since baseball and football aren't particularly useful as you get older.

Do you remember growing up if there were sports opportunities for girls at all in your high school?

Not at all, not even in college. My wife was very athletic, and she could have gotten a scholarship if she had been growing up in this day and age. She was very good in softball, volleyball, and swimming. She would have had little difficulty, but there certainly were no opportunities, no intercollegiate sports at Redlands.

What was your first involvement with athletics on the UNR campus?

You've probably heard of Jerry Tarkanian [former college basketball coach]. I went to school with his brother, Myron Tarkanian, and Myron knew Dick Trachok, who was coaching football when I came here. I got a call from Dick saying, "Stop by and introduce yourself," because Myron had told him that he had a friend who was coming here, so that is how I first met Dick.

Other than attending sports events, I wasn't really involved in athletics until around 1975 when Tony Lesperance, who had been the faculty rep to athletics, decided he didn't want to do it anymore. In those days the faculty rep to athletics was also the chair of the Intercollegiate Athletic Board, so it was a dual task, but it wasn't that big a job compared to what it is today. Dick Trachok just called and asked if I would be interested in doing that; it was nothing you applied for in those days. I did that for eleven years, starting under President Milam and on through to Joe Crowley.

What were your responsibilities as faculty rep?

It was primarily to certify the eligibility of the athletes. I did a quick study of the NCAA guide; the Athletics Department would fill out the forms and enter the data, and I would check it with the registrar's office. I remember sometimes it was a touchy situation, because it was a very busy time at the start of the year in the registrar's office, and you couldn't just go over and start rummaging through their files. You had to have help, and it took a person away, and, occasionally, I would notice some resentment. I had to certify that, yes, they did complete twenty-four credits between seasons, and, yes, they did maintain a "whatever" grade point average; that was the bulk of the work.

Normally, the university gets one vote at the NCAA convention, and that vote is in the hands of the institutional president. Quite often the presidents of institutions have many, many other things to do, and the highest priority is not athletics, or at least not in those days. Probably 75 percent of the time I was the voting rep for the institution at the NCAA meetings. Maybe not so much with Max Milam, but Joe would want to meet before the conference, if he was not going,

to go over some of the proposed legislation. That way I would get a feel for what the institution's position was on any number of issues that were coming up. Joe didn't dictate; he asked for input, and Dick was there, as well, so we would discuss the issues, but I got to wave the paddle in casting our vote.

When you mentioned certifying athletes for eligibility under the NCAA standards, that wouldn't have included women at the time?

No. It was only towards the last few years. I think our women's athletics were in the AIAW, and I have no idea what certification was required for their participation and eligibility; it would have been a different set of rules.

In your position as FAR and with your involvement with the IAB, how aware were you of what was going on with women's athletics locally on campus.

I don't remember much involvement at all. Now, it could also mean that the women athletes just didn't get in trouble or didn't have any problems. Probably, over the years they have, I suspect, done better in the classroom; maybe it was a lower profile.

And that was mainly where you were running into people?

Well, that's where the heartache would begin. Otherwise, it was just a name on a sheet of paper that I checked. If I had to go to a coach and say, "We've got a problem with so-and-so," especially if it was somebody they were counting on, that would be tough on the kid, and the coach would be devastated, especially if you had tapped their "star."

So, you didn't really have oversight with the women's programs?

I had no official responsibility with the women. Then when they came into the NCAA fold, there may have been a year where I was

adding that. I'm pretty sure it was Ellen Pillard who picked up that assignment, and I probably met with her a few times, and we worked things out together.

Did your role change at all with the change of administrations between President Milam and President Crowley?

No, I don't think so. What changed from year to year was that the book kept getting thicker and thicker with more regulations coming in. When I handed it off to Chris Exline, I really felt, "Oh, poor Chris." It was getting to the point where, because I worry about things, I was getting very nervous, especially when they put in the rule that the certification must include that the student is making progress towards a degree. To me that meant something more than just completing twenty-four credits; they had to be twenty-four credits that chipped away at the total number that you needed to graduate. I'm not sure that that was the way it was interpreted by everybody, but that's the way I interpreted it, and it seemed to me to be overwhelming.

Yes, because how many athletes were you dealing with at the time?

Just football gets you a squad of seventy-five or eighty, and that was the biggest problem to keep track of. I don't know what they are doing today on that. Isn't it Jean Perry's full-time job now? I imagine she has some clerical support. When I started, there was no clerical support; the clerical work was done by the Athletics Department; the secretaries had to work up all the data on that. There was no compensation for the faculty rep; I just did it as a committee assignment, literally.

Joe Crowley or Max Milam—I can't remember now—finally agreed we could at least get the travel. When I started going to the national convention and at least one or two conference meetings a year, all the travel and per diem was paid out of the Athletics Department budget. I thought, "That puts me on their payroll," and that didn't seem to be appropriate, and Joe agreed. To

find the money to cover that, though, may have taken another year, so for about half my time of service there was no administrative support for that position whatsoever, and then we finally got the travel put into it.

You had talked about going to the national meetings, and Title IX would have just gone into effect a couple years earlier. What kind of buzz were you hearing at the national meetings about that?

I don't know when Title IX really hit, but there was a lot of inertia, people slow to comply, compliance visits, and the like, so it wasn't immediate—"OK, now everybody is conforming to Title IX." I imagine they were given time to develop their programs into that. The biggest buzz was from the proponents of men's athletics, the old guard, the status quo.

What they were really trying to push for in Title IX was taking football out of the picture, because there was no comparable women's sport that had so many athletes. So, I don't think there was any opposition, other than the fact that it was also going to kill an existing organization. People that were involved and very much a part of the existing organization just knew that if NCAA, the big fish in the pond, took over women's athletics, it would wipe out AIAW.

The equity issue would have been more helpful to student-athletes, I think, if football could have been taken out of the picture because while the concept was, "OK, you have to add women's sports to bring the number of participants up to equality," there was another way to have done it, and that was to drop men's sports. You saw wholesale elimination of what were called minor sports in men's athletics to keep the numbers equal, because a lot of schools simply couldn't afford to add as many scholarships. Alternatively, they could have dropped football, and I think some did. I think football was the one that really fouled up the logic of the operation.

At the national meetings were there sessions that you remember on what people were doing, or how they were addressing that?

I don't know what backroom committees were operating—I just wasn't a part of that—but people were speaking. My recollection is that the two most striking features of commentary that came up were the concern of the existing women athletic programs—how this was really going to eliminate what they had built—and then, of course, the proponents seeing this as, “Be that as it may, this is going to just so enhance women's athletics opportunities,” which, in fact, it has, no question about that. Then, the other side was to support it, but somehow get football out of the equation.

You would have been at the national meetings when they were starting to discuss the NCAA trying to take over women's sports.

Yes, and it was rather heated.

You mentioned some of the issues. Do you know what precipitated the NCAA's interest in women's athletics? Since there had been women's intercollegiate athletics prior to that time, do you know why then, particularly, the NCAA got interested in sponsoring women?

I don't know what politics could have been involved with that or what raised consciousness on the huge expenditures and programs dedicated to men's athletics. There were participation opportunities for women, but they simply didn't parallel what was being done on the men's side, and maybe it was just waking up. It could have been that Title IX raised in the consciousness the right thing to do, and NCAA felt like they couldn't just be a single-sex organization. That sort of thing probably doesn't get raised on a floor. Maybe it was appearance, “We have to do this because it looks so bad if we don't.”

With the national discussions on Title IX, as opposed to the NCAA switch, did you get a sense from attending those meetings of how compliance and institutions' means of addressing it changed as the different court challenges went through?

No. I just think, gradually, people knew it had to come. I think, like most institutions, we were scrambling to see how we were going to support it, how they we were going to fund it. The revenue sports were football and basketball; and football, unless it was a huge program, didn't really pay for itself. Of course, basketball did, but then we had to be successful to bring in money. The other men's sports weren't revenue generating, and the women's sports weren't seen as coming in and making money. Maybe Tennessee basketball and teams like that, but they were exceptions, so it was going to be added cost with no opportunities for added revenue, at least not initially.

On this campus specifically, what kind of impact did Title IX have at the early stages?

I think it affected the number of men's sports, and I think we saw some scrambling and looking for inexpensive sports to add, because we had to have so many to qualify for a Division I rating. We had to meet certain requirements in number of sports for men and women.

I don't want to criticize something like a given sport, but rifle seemed like an unusual sort of thing to add. I don't think there was a push from NRA to have a rifle team here, and I think it was primarily done to be able to say that we had this number of men's sports, and it was a very inexpensive one to do.

Then, I think, we carried boxing for a long time as probably the only college in the nation with an *intercollegiate* boxing team. There were club sports, and that was all we competed against. I think that was due primarily to Jimmy Olivas at the time—they figured that as long as he was here, they would continue the sport. Now it's a club sport.

And boxing has always been so important, historically, in Nevada.

Yes. Chairing the Intercollegiate Athletic Board I attended a couple of presentations by faculty on campus, especially in the Medical

School, as to what happens to the brain every time it gets jarred like that, "Is this something we should be doing?" But taking things away or undoing things is always so difficult.

Do you remember what some of the suggestions were for additional women's sports?

No, I don't. My guess is that they were looking at numbers, and, of course, they wanted basketball, but they were looking at things that might generate a fair number of participants.

And maybe those discussions didn't come until later?

Yes, and I guess they might have been Athletics Department discussions more so than Intercollegiate Athletic Board. Although, I think they did bring it to the board when they added a sport, but it was always initiated at the department level. I'm not sure to what extent Max Milam or Joe Crowley were involved with the Athletics Department; I'm sure they would run things by them before doing things.

I think they were looking for numbers. Softball was important, because they had a decent number of players. We had men's track at one time and dropped it, but then added women's track; that was a clear case. I know Jack Cook would say it was an inexpensive sport in the sense that a lot of athletes doubled up as cross-country and track, and so one scholarship got us a participant in two sports for a number of people. And then we added indoor; it may have been Bill Cosby that donated the indoor track.

Were there any other issues with Title IX on campus besides budget and numbers?

I think some with facilities, but I was not involved in that. I only say that because I remember Dick sometimes complaining about how he had to come up with facilities. I think the one that amused him the most was when a committee came and asked what facilities he

had for handicapped athletes. [laughter] He thought, "Wait a minute, we generally don't have handicapped athletes." That may have been OSHA, but I'm not sure.

Taking everything into account, how do you think Title IX was accepted on campus over the years?

Gradually. I think that's probably why Lue Lilly had a tough fight. It was accepted with reluctance, and I don't think it was due to discrimination; I think it was due to finances. The athletic director was told, "OK, you've got to do all this, and by the way, you don't have any more money, so you do all of these other things with what you've got," and he was struggling to be competitive in at least his revenue producing sports, because that was where jobs come and go if you're not. I think he had a real dilemma; it was a tough, tough situation for him.

It had to be a tough situation for Lue, because she had to be fighting to get her share of the resources, and most of those resources weren't new—they were redistributed resources. So, we drug our heels, I would say, as an institution. As much as we would like to say we were at the forefront leading the charge, I don't remember it that way. I don't remember any dedicated opposition, but it was just, "Aw, do we have to do this? How are we going to do this?" I don't think it was embraced enthusiastically.

You would have started on the board right about the time that Lue Lilly left. Do you remember who replaced her as director of women's athletics?

Well, that's a good question. They brought Anne Hope in as the basketball coach. I have a feeling John Legarza was the interim women's athletic director for a brief period and then Anne Hope. I'm not even sure Anne was given the full title; I think she may have been called associate athletic director in charge of women's programs. And I don't know if she did that while she was basketball coach, or if she transitioned from basketball coach to doing that.

We talked a little bit about how Title IX was accepted on campus, but do you recall any problems in the community with boosters as a result of Title IX?

I did attend some booster functions, but I don't remember any booster position taken. Now, quite possibly the fundraiser might have used that as a basis for, "We need more help from the boosters, because we've got to take all this on." There may have been a few people who really wanted to help out women's athletics and who designated their money to go to a program, but I think that was relatively minor.

We talked briefly about the women's programs going from AIAW to NCAA. What implications did that have for the athletics program here?

I really don't know. I think we ended up doing more in a jazzier way, so it certainly had that effect in the short term. I think initially we weren't very competitive, because the coaches were pretty much restricted to local recruitment; they didn't have big budgets. Even though we had AIAW basketball, it was now going on a more national level competing with people who were upgrading.

Do you recall any effect that it might have had on the men's programs?

I think we cut back a sport or two.

I was just thinking of this switch independent of Title IX.

Oh, no, I don't think that would have had any impact. If it had been fully funded, and everything had remained the same with men's athletics, I don't think there would have been any effect whatsoever.

And you mentioned that Ellen Pillard had taken over the women's eligibility assessments.

Yes. We may have discovered that there was a faculty rep covering all sports, and what we

started to do by splitting it wasn't what everybody else was doing. Ellen was still doing it when Chris Exline started, but I don't know if then Chris picked it all up, because that was what everybody else was doing. But they also may have put some administrative support in it like a half-time classified to help him out and maybe a reduced teaching load, maybe a summer salary, I don't know. They may have made it closer to how it has been set up for Jean Perry. Doing it as an add-on to a regular faculty assignment is probably not the way many institutions are doing it these days.

I've heard the NCAA manual is something like 500 pages long, and you can use it as a doorstop.

You think I should put in for back pay?

In attending the national meetings, what else were you seeing? What other issues were coming up nationally during that time?

Well, there was always concern about numbers in sports, about schedules, like how many games, especially baseball, and trying to put limits and restrictions on that. There were always recruiting issues; that was a particularly volatile issue at the national level—how many times you could contact recruits, and who could contact them. The number on a squad was bouncing back and forth.

Probably, the hottest topic during those days involved the "big boys" wanting to put limits on how many "little guys" could get into the program. We could be Division I in football, but we had to have a certain average attendance, and they pushed the Ivy League schools out, where I thought that the Ivy League schools always met the spirit of intercollegiate athletics as best as anyone could, because they had a wide range of sports. They sponsored more sports than any of the big, huge, money-making schools did.

So, it was issues like that, and that was a particularly contentious one with regard to criteria imposed on what it takes to have a Division I basketball program, and then the Division I-A football program, because the primary

conferences didn't want to just admit anybody into this, if they were not competitive. The smaller mid-major conferences had to really scramble to fight their way into some representation at that level. Those were probably the major issues. I enjoyed the conferences, because they always had an interesting, prominent speaker, "Oh, there's Joe Paterno." It was just fun for me.

With the discussion about the recruiting regulations and numbers of members on squads, was that something that they had to go over at the national level when they absorbed the women's teams?

I suspect that that could have been a factor; I'm not saying it would be the only factor. I think at one time you might have been able to have 105 scholarship athletes in football, and so cutting back could well have been. Certainly, the smaller programs would want to cut back. The big programs would say, "Well, if you can't afford it, cut back," but, of course, you can see the competitive edge that would give to an institution that could afford 105 scholarships. I think at one time it was 90 or 95; it may be 75 or 80 now in football. In fact, at the time, we were Division I-AA in football, and the scholarship limit was 60 or 65, where the I-A schools were 95 or a 105, so that was a big difference.

Was there any discussion on how they came up with the limits for women's teams like softball versus baseball, or did they just take the AIAW limits?

No. If you did comparable sports like basketball and softball/baseball, I can't imagine the NCAA saying you could only give ten scholarships in softball but twenty in baseball. It would have to be equal; there were limits nationally. Even though we didn't have a men's volleyball team, our permissible number of women's volleyball scholarships were the same as they would be for a men's team. So, it was only football, and then I don't know if there were some unique women's sports. Well, OK, field hockey, sure.

You mentioned a little earlier that as Faculty Athletic Rep you also chaired the Intercollegiate Athletic Board.

I did that only for about the first two or three years. Tony Lesperance had been doing that; that was the common role, and then probably during Max Milam's tenure, they disassociated that.

How was the IAB constituted when you were there? Was it staff and faculty? Were there community members or students?

There certainly were faculty. The athletic director at the time attended, but I don't think he was a voting member; he was an ex officio consultant. Indeed, most of the issues were brought to the board by the athletic director.

I would guess it was constituted like any other committee at that time. Back in that era an ASUN representative was often assigned to a committee. I would be on committees, and I would rarely see the students. They were smart enough to know, "What a waste of time. I don't have to be there." [laughter] That one would not surprise me. I have a feeling there was at least a student representative; it would have an in-staff representative. As I recall, it was a fairly big, unwieldy sort of committee—ten to twelve people.

What were the committee's responsibilities at that point?

I think there were very few responsibilities—things that needed to be sanctioned by an institutional board. I'm not even sure the committee met on a regular basis. We might have met a couple times a year in the early days. Then, I think both Milam and Joe Crowley tried to build more of a basis of operation for the committee. I'm thinking there was a subcommittee to study sports that grew out of that, but not at the time I was chairing it, probably after that.

You might contact John Nelson. I think he was chair of the board very soon after me, and I think he was involved in chairing a subcommittee that was looking at sports that had to be added

or subtracted. They wanted a little committee authority behind it, rather than just the Athletics Department saying, "We're going to do this," or "We're going to do that." I remember discussions about that, and I remember an athlete who came to the board to appeal a suspension. When we were looking for coaches for football, such as when Chris Ault was hired, and coaches for basketball, when Sonny Allen and Jim Carey were hired, both Max and Joe were very careful to include a member of the board on the search committee.

You mentioned the subcommittee to study sports, which leads us to the five-year reports. Were you ever involved in any of the five-year plans?

That grew out of athletics? Certainly, not in the development of them.

You might have been there just a little too early. Some of those started up with NCAA certification, but there were some five-year plans coming out of Title IX, and they may have been later.

If you find any of those that I have signed, I'm going to be embarrassed. [laughter] It sounds familiar, but my involvement probably would have been only superficial.

JERRY BALLEW

Jerry Ballew: I was born in Copperhill, Tennessee, on May 29, 1942. My parents left Georgia and came to California in about 1949. I grew up in California—mostly in Willows, which is 36 miles from Chico—from third grade through high school. I graduated from Willows High School and went to college at Sacramento City College my first year. I then got a football scholarship at University of Utah, and I graduated from there in 1965.

Allison Tracy: As a kid, and growing up, what sort of sports did you participate in?

I was told that God was good to me. I was very athletically inclined, so I played in every sport there was. My mom was a waitress—there were five of us boys—and she used to go to work at five o'clock in the morning, so she was up at 4am. When I woke up, if it was light outside, I headed to school, and whatever season it was that's what we played.

We got to where we would hide some of the school balls. We couldn't afford to have the balls, so we'd hide a football, basketball, softball, or baseball somewhere on the property, so when we got there really early we could play. I was fairly skilled in all the sports. What is the old saying?

"A jack of all trades and master of none." That would be me.

In high school did they have organized sports teams?

Yes. I went to a small high school, and I played football, basketball, baseball, and tennis throughout my four years there.

And how did the football scholarship at University of Utah come about?

College of Pacific at the time—it's the University of Pacific now—was interested in me playing for them. They wanted me to start at Sac City College my first year, because their coaches were at Sac City College, and I would get to play a full ten games there. If I went to College of Pacific first I would only play four or five games the way it was set up, and they wanted to have me play the full ten games. After my freshman year at Sac City College, I was recruited by the University of Utah, and I decided to go there rather than College of Pacific. I remember the scholarship was a partial ride. I got a tuition waiver and meals, and that's about it. It wasn't full ride—I didn't get books and dorm and all that stuff.



Jerry Ballew

Do you remember what was happening with women's athletics growing up?

You have to understand that things were a lot different back then. In fact, my wife and I were talking last night, while I was watching the NCAA women's basketball playoffs. I said, "Boy, things sure have changed since our days, haven't they?"

My wife said, "Yes, the forwards couldn't even cross half-court. You had to play on this side of the half-court, and you could only bounce the ball twice before you'd have to pass." It was a lot different.

Women didn't really have collegiate athletics back then. They had teams, but I don't think that they were that well coached or organized. They had all the men's sports. I remember I was going to dive for the University of Utah Swimming and Diving program, and they had no women's swim program at all.

In my high school they had no organized inter-school competition. They had intramurals

where the girls played against girls, but there wasn't much. In college, I don't remember much, if anything, when I was there. I don't remember seeing any advertisement, any games, or anything else like that for women's athletics.

What led you to Reno?

When I graduated from college, I worked as a director at the YMCA in Salt Lake City. When I graduated I could have taught, but my wife was a teacher, and she was making about \$300 a month. That was just not enough money. While I was working at the YMCA there I was making \$500 a month as a director.

Two years later a position came open for the director at the YMCA of Reno. I applied for that job, and I was offered it, so I became the physical education director for the Reno YMCA for two years. Then while I was working on my master's degree at UNR they opened up the Lombardi Recreation Building. I was the head coach of a swim-team in Rancho Cordova, and I was head coach of the YMCA team, so I had quite a background in swimming and diving.

When they opened this pool at Lombardi—Keith Loper was the chair of physical education and Lee Newell was in charge of intramurals—they didn't have anybody to run the program. When they found out that I had all of the swimming credentials (first aid, water supply instructor, and CPR), they put me in charge of the swimming pool. I was running the swimming program, and then they had me teach classes every now and then in racquetball, badminton, and things like that. So I started working part-time running the swimming pool, doing all the chemicals and work on the pools, and then from that point on I worked into a position.

When did the women's swim team officially come into being, or when did you take that over?

The way I remember it is the first coach was Kati Ecker. They initiated the swimming program in 1974. Kati was the coach 1974-1975 and then 1975-1976. At the start of the 1976-1977 season in

August, right after school started, she just quit and left. Dick Trachok, the athletic director, found out that I had a coaching background. He was stuck, because school had already started, and swimmers were already there. I should say that there were three of them. [laughter]

He called me, and he said, "I understand that you know something about coaching swimming. Tell me about it."

I gave him my credentials and background. I had two undefeated years as a swim coach at Rancho Cordova, California, and we were conference champions, and I coached a small YMCA team in Salt Lake City.

He hired me as the swim team coach for \$2,700 a year. I got the information that I could from Trachok, and called a swim-team meeting. Kati had already gone—she had just left. They had had two seasons, and they had lost every swim meet. They had never won. When I called a swim-team meeting there were only three swimmers. I remember Julie Garvey was one of them, and I can see a couple of the girls' faces, but I can't remember the names right now.

I was surprised. I thought, "How can you have a swim team when you only have three swimmers? That's not even enough for a relay."

I remember I was asking about the program, and the kids said, "No, we've never won a meet."

I said, "That's going to change. We're going to win, and we're going to win this year."

They laughed, because there were only three swimmers, so they thought it was not possible to win a swim meet.

I said, "No, I'll find swimmers."

I was lifeguarding and running the swimming pool there at the university, so I was there quite a bit. I just watched all the university girls get in the water and swim, and when I saw one that looked like they could swim I talked to them. That's how I recruited swimmers.

When you started, how were physical education and athletics organized?

When I first got there, physical education and athletics were combined. The coaches were

responsible for teaching some of the athletic classes like racquetball or tennis—the coach would have to use part of his time to do that. It didn't work out very well, because some coaches were interested in one thing, and that was their team. If it was a tennis class, they didn't seem to care whether they did well or not. A lot of times they would just have one of their student-athletes teach the class. Keith Loper worked a deal to separate the departments. The history of physical education and athletics at our university has been that way: together, apart, together, apart. They separated at that point, and it's been separated ever since.

Was there any sort of women's athletic director?

When Title IX came into effect, they had to start the women's program, and I believe John Legarza became the women's athletic director. He was a golf coach, and Trachok made him women's athletic director at that time.

Do you remember how the department viewed needing to start a women's program or their attitude towards that?

I don't know what their attitude was. I think it was pretty much a money thing. I don't think they were opposed to women's athletics. I just think that there wasn't any money, and they weren't going to take it from the men's sports. When Title IX said, "You *will* begin," then they had to add these programs and come up with the money. The university appealed to the legislature, and they got the monies that they needed in order to run the programs. So, I don't think there was any hostility—it was a typical money issue.

Who were some of the other coaches and administrators that you remember at that time?

I started as women's swim coach the same year Chris Ault started as the head football coach. I remember Jack Cook was the track coach. I think Barry McKinnon was the baseball coach. Anne Hope was the basketball coach. She became the

athletic director, but I think she was a basketball coach. Cindy Rock was a basketball coach, and then one of our students became the women's softball coach. I see their faces more than I can remember their names. But Cindy is a hall-of-famer basketball player, if I remember correctly, and she took over basketball.

What facilities were the women using once they had started?

When swimming began, there was no Lombardi Recreation Building, so they went down to the YMCA or the old Moana Pool to work out. As soon as Lombardi opened in January of 1975, they started working out there. This was about halfway into the second year they were in the Lombardi Recreation pool.

Were they using the old gym or anything like that?

Some of the women's sports were using the Old Gym as available. Track and field would naturally be out on the track, and cross-country could go anywhere. When I was director of the YMCA, I remember the university coming down to use our pool for WSI (Water Safety Instructor) lifeguard training, and stuff like that.

Were you at all involved in the planning for Lombardi Rec or any of the designs?

No. Lombardi was already under way when I started my master's program. When I was taking my first year of master's degree programs, PE classes were down in the Old Gym. I finished up in the new facilities at Lombardi the following year in 1975-1976.

When you came on as a coach what women's teams existed at UNR?

There was basketball, volleyball, tennis, track, cross-country, and swimming. It was just swimming at first; we didn't have any diving. I think that's about it; I don't remember, right off hand, the other programs.

In terms of being competitive, what did the Athletics Department expect of you and expect of the swim team when you took over?

[laughter] At the time I used to think that the only thing they cared about is that I didn't spend any more money than what I had. It was just take your sport and do your thing. That's kind of a callous look at it, but that's the way I felt at the time. It didn't seem like the swim program mattered at all. That's basically what I remember—you just did your thing, and that was it.

How did you guys end up doing that first season that you took over?

I told them we'd win, and we won. We won three, lost six, and that was a start. I was fortunate. God was good to me in a sense. You have to understand that it's a big difference from way back then and what it is now. We had no full-ride scholarships. We had, I think, three in-state tuition waivers, and that's it. No books, no nothing.

There was me, making \$2,700 a year versus coaches who were making \$16,000 or \$17,000 dollars a year, had assistant coaches and everything else, and they had a travel budget. Today one coach makes far more than what the entire swimming program had at that time. It was not well funded in the sense that we just could barely get by, and we had no scholarships.

Basketball, softball, and volleyball, I think, were the three premier sports, and they had some full rides, I think, at the time. We had none, I don't think tennis had any, and I don't think Kevin Christensen had any for skiing. Or was Kevin track and field?

They had one golfer who had a substantial budget just for her—it might have been Patty Sheehan—and she ended up graduating and moving on. They gave that money to Kevin to start women's cross-country.

Patty Sheehan, I think, took one of my golf classes, if you can believe that, before she left

UNR. I think that was because there was nothing here for her. It's kind of a shame. I know Patty Sheehan, and she's just a real sweetheart.

Did you feel that there was less prestige in coaching a woman's sport?

I think there was. For example, you couldn't help but get the feeling that nobody really cared. It was hard to get the newspapers to do anything, because if you're not football, basketball, or baseball . . . It was hard enough for the men's program. The inequities between the sports were still considerable.

What really got me is that it was inconsistent within the women's programs. Why does women's basketball get all these scholarships, and we get nothing? Besides money, I could never understand why they did this. We had the best program on campus, except for, maybe, Jack Cook and his track and field team, and yet we couldn't get any scholarships or funding. We win the national championship, and the next year I never got a single full-ride scholarship.

I felt that we ought to fund this and see where this program is going. It's doing us wonders. That's one of the reasons I got kind of discouraged—no matter how hard you worked, it just seemed like nobody really cared.

Since you mentioned it, when was the Division II AIAW (Association of Intercollegiate Athletics for Women) championship?

It was 1978-1979. One of the things I knew is that if I'm going to do anything with women's swimming, I've got to make people stand up and take notice. I've got to get it in the public eye, so to speak. I had done something in the nature of running big events before—I ran the 1974 volleyball championships here in Reno.

I was the director of the Reno YMCA, and I went back to Duluth, Minnesota, to bid. I got the Reno promotion people to help me put together a film that shows Reno and what it's all about, and I went back to Duluth and bid for the national volleyball championships. We beat out the other

five cities, and we held, I believe, the volleyball championships here in 1974-1975.

So I bid for the AIAW college championships, and we got that bid. We hosted it here in our pool. I was hoping that all the attention, with the seventy to seventy-five teams coming in from all over the United States, would get us some publicity and recognition.

The purpose of holding it was also so that I could raise money. The deal was that I run these championships, and if there is money made that money goes into the UNR swimming program, so that we would have scholarship money to give to kids to get them to come here. A lot of factors worked in our favor at this championship. For example, normally, in March or April, you have cool weather, but God gave us these beautiful sunshiny warm days, and some of these kids are coming from snowbound places. I think the altitude, lying out and getting suntanned, or whatever it was, our kids just swam way beyond what you would think possible. Like I'd tell them, they could do these things, and everybody swam so well.

After the first day, UNR was at the top of the point board, and I said, "Get a picture of this!" I never expected to win, at all, I just figured we'd hit some events here. So, we took a picture of it: this big, old board up there showing UNR ahead on day one or something like that. When it was all over they had just swam so well.

In fact, one of the stories I tell, and it's a true story, is that we could win the national championship if we did not double fault in the last relay. In other words, even if we finish last, as long as we finish, we would win the national championship.

One of the coaches came up to me and said, "Jerry, I hate to tell you this, but I need to tell you, because there are some people that are not ethical. The teams that are on either side of you in this last relay event are going to try to get you to double fault." Their girls would jump on one side and try to pull your swimmer in, and then the next time the girl on the other side would go. If you had two false starts you were disqualified.

So, I called my girls over, and I told them, "I want you to do it the way I'm telling you to do it.

When the gun goes off, I want you to turn around and shake hands with all three of the girls and then go! [laughter] And every time when they come in and touch, I want you to shake hands with them before you leave, because we can't afford to fault in any way; everything depends on this." I was a nervous wreck, because they just went the way they were trained. Every time they would jump I thought, "Oh, no. Did they start too soon?" They won that consolation event, and we won the national championship. It was just an awesome thing to experience.

I wish everyone had been on a swimming relay team to appreciate the humor of turning around and shaking hands.

I was just saying, "We can't leave early; we don't want to jump too soon. If these people go

in, you just stay there." It was an awesome thing. But you see, even though we ran a successful championship, and we made money, the money was taken away from us. I was told that because the budget was in the red that everything was being taken from everybody.

I said, "Who else ran a national championship?"

So, we didn't get anything. We never got any additional scholarships, and we almost didn't even get an awards dinner. I had no budget for an awards dinner. If it hadn't have been for Dick Dankworth, we probably wouldn't have had an awards dinner.

You know, you get a little jaded; you get a little upset. I couldn't understand how come some women's sports get so much more than the others. It didn't matter whether they lost every game, and we won every meet, they still got their



The 1979 championship swim team celebrating their win.

scholarships. I could not understand how that worked, but that's the way it was.

For those who may not know, what was the AIAW?

It's the Association of Intercollegiate Athletics for Women. Back then, women didn't want to be like the men's programs; they wanted their own organization. They didn't think the men were doing things right, and the women wanted to run their own association apart from the men and do the things that they wanted for women. So, that's what they did.

But in 1985 or 1986, the NCAA decided they are going to make a bid to take over. Here's how they did it. There are two championships being held—an AIAW championship and NCAA championship for women. The AIAW didn't have money, but the NCAA had lots of money. The NCAA offered to pay all student-athletes' airfare to go to their championships, and the AIAW couldn't do that. What do you suppose universities are going to do? If our Athletics Department says, "Wow! You mean they're going to pay for all seven of these athletes roundtrip? You're going to the NCAA!" Shortly thereafter, it went defunct, because they couldn't compete with the NCAA.

Do you think that once the NCAA had successfully taken over running women's championships that it was beneficial for women's athletics?

I don't think it hurts. I think the NCAA does a good job. It didn't get worse in the sense that once they got the women they ignored them. I think they did a really good job of helping athletes, running big programs, and writing the rules and everything that would fit women. I think they did fine, at least as far as I was concerned in swimming. It didn't change anything for us, except we got help on the airfare and stuff.

Since you had a next-to-nothing travel budget, I'm assuming that was probably helpful to have.

I gave my swim-team girls \$10 a day, and we slept in a Motel 6 four to a room, two in each

bed. I'm the only one that had a separate room, naturally, being a guy. Ten dollars, and that was breakfast, lunch, and dinner. That was it—you had to make it stretch. That's not much of a budget.

We had to drive everywhere—we couldn't fly anywhere so I was limited on where I could schedule meets. I could not schedule a meet down in Arizona, because I couldn't afford to go to Arizona. I would have loved to go to Arizona. So, we had to swim against Utah teams, and whatever Northern California teams we could, and sometimes in San Diego.

Swimming is not like other sports. Women's basketball starts in August and finishes up in such and such a time, but we have to pretty much go the full two semesters, because our championships are not until March or April.

We couldn't just quit at Christmastime and take two weeks off. I told the girls, "All right, kids, we've got this much time to go home and have your Christmas, and be back by January 3." No one liked having to come back to cold Reno, and with the snow and everything else, to work twice a day to get ready for nationals—swimming early in the morning and late at night.

So, I just said, "You know what? You guys come back, and we'll spend a week in Las Vegas. I'll get the motel, take it out of my budget, and we'll go down there where the weather is warmer, and we'll swim down there using their pool. I'll make arrangements to use their pool to train. We'll swim the University of Nevada, Las Vegas before we come back. We'll schedule a meet at the end of that period of time. We'll train, then swim, and then come home."

I did the same thing at San Diego. We would go down there for a week, swim San Diego and maybe another school that's down there, and then come back.

I just couldn't go to a lot of different places. We once went up to Moscow, Idaho—and that's a long drive—in order to swim Idaho State University and Boise (University of Idaho, Boise). The reason I scheduled a trip to Moscow, Idaho, was because nationals were going to be held that year at Moscow. I wanted the kids to be able to swim in the pool where the nationals were going to be held, so they

would be familiar with the facilities. When I think about it now, I think I illegally put fourteen people in a twelve passenger van, because I couldn't afford to get two vans and have six and six. So we just crowded in there. We had a good time though.

On average, how many swimmers did you have every year?

Naturally, the first year I had hardly any—I think I had about seven or eight kids. I like to say I had about twelve to thirteen, sometimes fifteen, swimmers and divers. When we got divers we then had a few more.

Under the AIAW, were there ever any regulations in terms of how many people you could have on a team?

Yes. They had similar rules. The rule that really got you back then, that I remember, was that there were no visits. You couldn't go visit a swimmer. They could come visit you and pay their own way, but you could not go out and recruit. The only way you could recruit was by phone or mail. That was the rule back then, and it was hard to do that. But as far as the rest of the rules in swimming and diving, I didn't ever notice anything that was quite different from what I was used to.

Once you had gotten past that first year, how did you do recruiting?

I started calling people by phone, and mostly just local people. Karen Petterson was at Carson City High School. Cathy Dohr and Connie Gray were in the local high schools here, and I just called and tried to entice them. You watch what the AAU (Amateur Athletic Union) swim teams and the local clubs are doing. You watch the high school teams, and you just try. I think I just started recruiting from the local area here and got kids together.

My biggest swimmer was Ann Belikow. Ann Belikow was an awesome swimmer. I don't think she lost but one time in her entire three years here at this university. She was nominated for the

Sullivan Award her senior year. She won three national titles, plus she was on two relay teams that did well. This is how I got her, and this is the honest truth—she was swimming in the swimming pool, and right off you could spot a swimmer like that. I went over, started talking to her, and said I was the head coach here at the university. I said, "Are you going to the university?"

She said, "Yes."

"Are you a full-time student?"

"Yes."

"Wow! Would you consider swimming for UNR?"

She says, "I'm kind of burnt out. I swam my whole life." She started when she was a little girl.

I said, "Hey, you swim for us, and you'll have fun, and it won't be all that pressure that you've had before."



Ann Belikow

Anyway, I just kept talking to Ann, and she swam for us. That was a start, getting a person that could win three or four events all by herself—that's a lot of points. So we got Ann, then Karen Petterson, and all these people that just graduated and decided to come. You are talking about people that could go to any college in the United States. Why God was so gracious to bring these swimmers at this time, I don't know, but I'm thankful.

As my kids will tell you, I'd never consider myself an "elite coach" type. I'm just an average, old, country-boy coach. I have a good relationship with kids and seem to be able to get them to do their best. That was my forte. The kids all used to make fun of me, wondering when *Swim World* magazine came out would I have some new workouts or something like that. [laughter]



Karen Petterson

I remember Robin Thein, who was a national champion. I resigned as coach somewhere around 1983-1984, because I wanted to teach full-time, and I was also frustrated that I couldn't get any full-ride scholarships. How was I going to keep competing with the other teams that were doing so much better? UNLV and Utah had all of these scholarships. Everybody had all these scholarships, and I had nothing. I thought, "I can't compete. I can't keep getting lucky getting these girls to come in for nothing, or for a tuition waiver." I just couldn't do that, and I resigned. But I came back to coach in 1985-1986, because another coach they had hired quit.

Anne Hope came to me, and I told her, "Anne, I've been through this once before. You're asking me to come in and take over a team that's basically not a team. That's a lot of hard work on my part for one year, until you find a coach."

But she sweet talked me, and I came back in 1985-1986, and Robin Thein was on the team at that time. In fact, I had recruited Robin to come to UNR. She was from Wooster High School and was a high school All-American, and I got her to come. I think she went to UNLV first.

I remember she was saying to one of the kids, after she won the national title in the 200 backstroke, "It's just amazing that I could swim that well with those little dinky workouts he gave us." The thing is, what she was saying is that she had come from a high school program, and UNLV, where they just give you ten, twelve, thirteen thousand yards a day, and to me, that's not right. If you are swimming the 1600 or something like that, maybe you need a lot of yards, but if you're a sprinter, you don't need that kind of yardage.

My kids started practice at seven o'clock in the morning. We'd swim for an hour and then come back in the afternoon. We would get twenty-seven hundred yards in for the morning, and you probably had less than six thousand in the afternoon, so it wasn't anything near to what they used to do. It's just a matter of where you put your emphasis.

With backstroke, for example, my philosophy is that the legs are the most important thing. I used to have her just work her legs to death, and I think

she won, because she had the legs to finish strong. When you are getting tired at the end, those legs are powerful in the backstroke. I'm just tickled to death that she was a national champion.

You had started in the 1976-1977 season, and what year did you leave?

I think I left in 1983. Somebody had 1983-1984, and 1984-1985, or something like that, and then I came back in 1985-1986 for one year, until they advertised and hired a coach. Cindy Anderson took over.

How big was the budget that you were working with?

I would say, probably, \$30,000 or less, total.

What sort of things did you have to cover with that budget?

Everything. I had to buy my team gear and equipment, like swim-team suits, and goggles, and I had to buy all the equipment that you needed—kickboards and stuff like that. I had to pay for the university vehicles that we used. I had to pay for the gas. I had to pay for the kids meals, hotel rooms—anything that I had to do I had to take out of that budget. And it's not a lot.

Like I said, my salary wasn't very much. Eight years later I think I was making \$7,200. From \$2,700 up to about \$7,000 or \$8,000. I was making less than I made as a YMCA director back in 1972, and this was supposedly a part-time job. That's how they justified it—it was a part-time job. There is no such thing as a part-time, full-time coaching job.

If there is such a thing as a part-time job, how come all the coaches that coach swimming teams now have all these big salaries and everything else, and that's all they do. They don't do anything else; they just work on their swim program. If I had been hired as a swim-team coach only and was paid a decent salary, I probably would have stayed. I loved coaching but I couldn't raise my family and do the things I needed to do for that

kind of money. I couldn't recruit and get kids here without scholarships, and I just thought I was beating my head against the wall, so I resigned from coaching.

In addition to what you were getting for coaching were you getting any sort of salary for your teaching?

Yes. Supposedly, one-third of my time was athletics, and two-thirds of my time was teaching. Now, you ask yourself, how do you give one-third of your time to a full coaching job? So, I'm working somewhere around the neighborhood of seventy to eighty hours a week.

I'd have to go in at 3:30 or four o'clock in the morning, because I would have to prepare for my classes and exams and grade papers and do things like that. Then I had to be ready by 6:30 to get down into the pool to get everything ready for when the kids would come in. I would swim them from 6:30 until eight o'clock, then teach during the day. It was quite hard on me, but I was young. When you're young, you don't think too much about it. Sometimes I wonder how I ever did that.

In fact, I was not only coaching full-time and teaching full-time, if you look at the credits I taught, but I was also running the pool. I was doing all the pool maintenance—the filtration system and chlorine, making sure lifeguards were hired and there, and if they were not there I had to go down and lifeguard for them.

Was there anyone in the athletics or physical education departments that was a good support that you could go to?

Keith Loper was the chair of the department, and since the swimming pool was under his control, he was very supportive and helpful. I don't remember going to athletics—Trachok or Legarza—for much of anything during that period of time. I think the faculty at Lombardi Recreation Department, and the RPED (Recreation, Physical Education, and Dance) Department were quite supportive of our program. They also helped run the national championship and served on committees.

Did the financial situation for swimming change at all over the years that you were coaching? Did it improve?

During my years, no. You got a little bit more money on the general budget. I started at \$2,700, and eight years later I was making \$7,200—that's not a lot of money for all the work you have to put in. I had to be there Monday, Tuesday, Wednesday, Thursday, Friday, and Saturday twice a day—that's six days a week. I had to do that August, September, October, November, December, January, February, and March—in other words, eight or nine months of doing that kind of a schedule. It was difficult. I think that's one of the reasons that I decided I couldn't keep going this way. I couldn't keep one-third of my salary over here. So, I went to Keith Loper and said, "Coach, can you get me on full-time? I can't keep going on this way."

What time of year did the meets actually start?

We start in August, so probably late September or early October you start the season. It runs through February or March, and then you have the national championships.

Did you have expectations of your swimmers in the off-season to do conditioning?

I told my kids, "I don't care what you do, but try not to swim." In other words, get into some other sports. Unless you're talking about recreation, just get out there and have fun with girlfriends, boyfriends, and things like that, but don't swim hard. That's how you get burned out. Trust me. If you just stay active, ride your bicycle and just stay active, when you get here I'll get you into shape. Off-season, enjoy yourself and try not to do a lot of hard swimming. Don't join other swim clubs. Just do some other things.

What events were women competing in during the time that you were coaching?

You had all the freestyle events: the 50, 100, 200, 500, and 1600. You had the 50, 100, and 200

backstroke, the 50, 100, and 200 breaststroke, and the relays. There was a rule in the AIAW that you could only swim in three individual and one relay, or two individual and two relays.

In order to strategically do everything that I could, I had to make sure I knew exactly who the other team had on their team and how fast they were swimming. I would think things like, "They don't have a good breastroker, so why would I use Belikow in that event when I could probably use her in some other event?" She's just a great swimmer everywhere; she would win anything almost.

In fact, we won a meet with Robin Thein against the University of California, Davis. I said to Robin, "Robin, they know they can't beat you in the backstroke, and I'll bet you a dime to a dollar they just have one entry in there, and it won't be in anything else, because they are going to try to load up on the relay. They think they can win the relay even if they lose badly in that backstroke. Now, that's my guessing. So, I'm not putting you in the backstroke. I'm going to leave the backstroke to our second backstroker and put you in the 200 breaststroke."

She said, "Coach, I'm not a breastroker."

I said, "Robin, you are an excellent swimmer in all strokes. If you weren't you wouldn't be in the IM (Individual Medley). Not only that, you're well trained; you are in great shape."

So I put her in the 200 breaststroke, and she won it. She won that and that took the five points. The other team only got three and one, which was four, so even if we lose the relay, which we did, we win by one. Robin helped us win by being willing to swim in an off-stroke event.

We got diving started. It was a swimming program at first—we didn't have diving. In fact, I found out I was losing swim meets because they would have two divers, regardless of how good they were. They could do whatever they want, and they could win diving. So I started a diving team. I asked Clyde Devine to volunteer as the diving coach. He passed away a long time ago, but he was in his seventies at the time. He volunteered to be the diving coach, and then after him I had Rusty Grow—he was a fireman—who came in and helped with diving.



Robin Thein

Cathy Trachok was right out of high school, and she was one of our first divers; she wasn't much of a swimmer at all. We were at a meet in Hayward (University of California, Hayward), and it dawned on me that they don't have a lot of swimmers, either, and I don't have anybody to put in this 50 backstroke, because I have to use them in the relay. I went over to Cathy and said, "Cathy, I want to enter you in the backstroke. You'll be our only entry."

She said, "I don't know how to do backstroke!"

I said, "Well, all you have to do is swim on your back down to the other end and back. It's going to help us win this meet."

She gets in the water, and we all are just cheering, and she just takes off. Her arms are wailing on her back, and she forgets there is a wall at the other end. She goes *clunk* into the wall. [laughter] She turns around, and she is a little bit slower coming back, but she got second place, because they only had one entry like we did, and that three points helped us win the meet. That was so funny, because she just about knocked herself silly. She was the best diver at the university for a long time.

The other thing is, as a coach, I'd already figured out a long time ago—at least according

to me—that when a swimmer gets to you in college their stroke is pretty much set. Whatever they've got as a stroke, don't try to change it very much, because unless it's terrible, it's hard for a person that has spent ten or fifteen years of her life swimming a particular way to change their stroke.

So, I never tried to change strokes. I would try to help them with turns. I would point out when they were getting lazy, or they were not following through, and things like that. I would insist on such things as everything you do in practice is just like you are in a meet. I wouldn't let them, in the breaststroke, swim up and then grab with one hand and turn. Every time in practice you touch with two hands, because that was the rule—you had to touch with two hands.

The other thing is I did a lot of hypoxic work—breath holding. For example, at the end of practice we'd do ten twenty-fives, and one or



Clyde Devine

two breaths is all you get therefore each length. Sometimes you'd get no breath—I'd make them swim the twenty-five with no breath, and this is the *end* of practice. [laughter]

Then I would also say, "I don't want you breathing in and out of the turn." So, you get in, and the last two strokes you don't take a breath. You make your turn, and you don't take another breath until two strokes later. All this is training you so that you can develop that oxygen that you need at the time you need it. Those are the kinds of things I insisted on. At practice I didn't try to change their strokes; I helped them with their turns. I'd make a comment, "Your hands are getting lazy," or "*You're* losing your hold on the water."

I had a swimmer, Connie Gray, and she could kick like you just can't believe. She could almost flutter kick a 50 as fast as she could swim it. She was the sweetest, dearest person. I still think she was one of the great kids I had on my team. You have to make this whole experience fun, and we'd do trick or treat. I would just get some cards together and number the cards, saying, "These are tricks, and these are treats." You have to pick from the tricks—sometimes it would be ten 100 butterflies, and sometimes it would be four 50's. It's just a matter of how lucky you get at drawing. The treats would be like, "You get to throw the coach in the shower or the pool," or "You guys can skip one workout."

Then sometimes I would go in with a pair of dice, and I would say, "We're going to roll this. Twelve is the worst you can get, and two is the best you can get. We're going to roll this and see how many sets you're going to do." If you roll two, as a coach I lose out, because two sets is going to be over, and practice is over, but they just go berserk and get so excited.

As far as I was concerned as a coach, that was good, because you're developing a family, a unit. Missing a practice or not doing much in one practice, what does that do? That doesn't destroy you as a swimmer. It doesn't ruin you for a race or anything like that. Yet mentally, it was great for them. I just thought that was the greatest thing in the world.

You'd roll both of them for how many sets, and then you would roll one for how many reps you would do. If you rolled a six, you'd have six different sets we were going to do, and on the second roll you roll one dice, so you could have six five's, and five laps is 125. You use fun things like that.

While you were coaching, did the team have any sort of rivals or that you were always looking to beat?

Yes, UNLV—that would be our big rival. I'd say we probably broke even with them. They always had so many more scholarships and swimmers than we did; it's kind of envious. If you looked at our team picture when we won the national championship, we are wearing these old blue sweats—that's all I could afford! Whereas, these other teams would come in these big, fancy, nice outfits. You do what you have to do. But our big rivalry was probably UNLV, and we swam them just about every year. There are no others, that I can think of, that we *had* to beat or were geared towards.

Did the AIAW have conferences like the NCAA has conferences now?

I don't remember any conferences with AIAW. We were in what they called AIAW small college, and that was the break up. That was based on your enrollment.

If it was the late 1970s and early 1980s, UNR would have been considered a small college?

Yes. We were a small college. In fact, when I first took over the team, we never belonged to a conference, but we went to a championship in California. Maybe we were a part of it. I don't remember being a part of that conference, but we swam in that conference. I don't think it was until Mike Anderson that they got into the West Coast Athletic or the Big Sky. I don't know what they are in now, but we weren't in a conference like that. They went into the Big Sky with Chris



The 1979 swimming and diving champions posing in their sweatsuits.

Ault, but they had no women's swimming, so we didn't have a conference to go to.

How many meets a year would you guys have?

Anywhere from ten to fourteen.

Were any of them dual meets?

Yes. We had dual meets, and we also would have three-way meets. This is when Title IX kicked in, and a lot of these schools were fighting budget problems. The reason that California is where you swam is because that is where there are more schools. There is California State University, Sacramento; University of California, Davis;

and California State University, Hayward. I can't remember them all, but there are several.

It was easy for them, because those schools are close by, and you'd get them to come over, and we'd come in, and we'd have a three-way meet. I always liked three-way meets, because you were limited to how many entries you could have—only two entries per team. Therefore, if I had a small team, I was not hurt.

In the longer distance events like the 500 and 1600, did they do the cow bell on the last lap?

No. They used a gun. The lead swimmer only would get the gun. We always had the count cards; we had our kids holding up the count cards, so

our kids would know. Only the lead swimmer gets the gun.

How many away meets did you have on average?

We had more away than we had here. My first year we were 3-6; my second year we were 9-1; my third year we were 13-0; the fourth year was 12-2. I would imagine at least half or more were away. They didn't need us, but we needed them. So, if we'll go there, they will swim us, but if you ask them to come here, now that affects their budget, and they will say they can't come. I need teams to swim against. I can't afford to go to Arizona. Utah was bad enough, because it is 525 miles one-way to Salt Lake City or Provo, Utah. That's a long ways when you've got twelve or thirteen girls inside the car, and you're the only male. Yes, that's a long ways. I used to joke about the fact that I had a full head of hair before I started coaching women.

How was Lombardi in terms of a facility to hold meets at?

It was an excellent facility. It's got good seating for women's swimming. It's not very good for a lot of the small AAU meets, when you have hundreds of kids around and their parents, but it was an excellent facility.

We didn't have a very good end-touch system, because the end of the pool is curved, and we had to design a special thing to hold the touch pads in. So, the touch pads didn't work as well as they should, and that was the worst thing about the pool. The starting blocks worked fine. It was an excellent facility for training. The water was always good—sometimes too cold, sometimes too warm, sometimes too much chlorine, and stuff like that.

Did you ever have problems scheduling practices at Lombardi?

Yes. You had trouble, because you had to schedule time for the public, the faculty, and students to swim—what we call open swims. It was no problem in the mornings, because there is nobody there in the morning. 6:30 to 7:30, or

whatever time we swam, was no problem. The problem was we had to swim between three and five in the afternoon. We had our weights programs starting at two, so from two to three the swim team kids had to be there doing their weights, and then they would swim from three to five. For a while we had to give up half the pool for the open swim, so that was a problem. From four to six was the open swim, and then you had scuba and other classes at night.

When Lombardi was built, did they always have the dive pool?

Yes. I even arranged to get new diving boards when we hosted the national championships. The ones there before weren't certified diving boards that make for the best diving. I had to sweet talk the owner and maker of the diving boards into coming up and putting four new boards in for us—two high and two low. He donated them, because we gave him advertising. He put the new boards on and made sure they were just exactly the way they were supposed to be for the national championships.

How many seasons was it before you got some divers?

I think I learned from the very first year that I had to have divers; I think we could have won a couple more meets that first year if we had divers. So, the very next year I got started with diving. I'm a former diver. I was a diver in high school, and I competed in the Junior Olympics. Back in those days you didn't have to do a lot of complex diving as they do now. I did the best I could to coach swimming, then coach diving separately, and it was tough to start diving. But once I got the divers, then we were able to make sure we won meets, because the divers would do well.

On average, how many divers would you have?

I didn't have but one or two most of the time. I think the most I ever had was three. Then I turned that over to Clyde Devine, and he and

Rusty Grow pretty much handled my diving for me at that point.

Besides the dive coaches that you eventually got, did you ever have assistant coaches?

No. I had volunteer coaches. Lauren Cordain was a master's degree student at UNR, and I got Lauren for two or three years while he was working on his master's. He assisted me as a coach. Then I had Rusty Grow and Clyde Devine as diving coaches. I never had a paid assistant coach for swimming or diving. There was no money. It would have been nice to have a paid full-time diving coach and a paid full-time assistant swim coach. The swim program now has assistants and a full-time diving coach. It would have been nice to have had the help.

In terms of Title IX, over the time that you were coaching, how did people feel about it? What were they saying about Title IX?

The male athletes were upset, because it was cutting in and infringing on them. Unless you are a big time school, you just don't come up with the monies very easily. You have to cut sports, or you have to take away from some sports in order to start complying with Title IX. Men weren't too happy with that, but women, rightly so, deserved a chance to compete.

I don't think Title IX was right in the sense that it made a school or college have a sport even when there was no demand for the sport. There were a lot of instances where you had to provide a women's golf program, and yet there are just not many athletes wanting to be on the women's golf team. So why would you force them to do that? You can't force equality. There is no way that you can say that football and any women's sports are comparable. They don't make the money, and they don't bring in the scholarships or the athletes. So, they were wrong when they tried to do things like that.

Women deserve to have the chance to compete in college, and I think Title IX did that. I think they were wrong in some of the things they

did, but when you're starting out that is generally what happens. I think it has all equaled out now. I mean, it's never going to be equal. Men are always going to have more than women—that's just the nature of the beast—but I think it has evened out now. Everybody is doing their thing, and everybody is sort of happy, I guess.

What was an average day like for you as a coach?

Weekends away. When the season starts, every weekend, if I'm not traveling, I'm up at the university getting ready for a swim meet, making sure that the teams coming in know where to go, and that you have supervisors. The Lombardi building wasn't open all the time, so if our meets were on Saturday morning there was nobody there. You'd have to have somebody open the door, make sure the swimmers know where to go, make sure that we have towels and all the things that they need. You have to do a lot of planning and get there early.

Can you tell me a little bit more about your coaching philosophy, not only in terms of what you did in practices, but also how you approached coaching women?

There are differences with coaching women and coaching men, but not big ones. I think there is a different demeanor—there is a different attitude sometimes that the women have. Women are more excited about what they are doing than a lot of the guys are. If you have ever watched women compete, they just jump up and down and get started. There is more of that than with men.

It's difficult with women if you are a male coach, because if you go out on a trip you have to have a separate room, and you have to be careful that you don't get involved in any situation. Like if one of the swim team girls came to my room to ask about something, I would leave my door open, and I wouldn't let them into the room unless there are two or more of them. They used to always come in my room when they heard me open a Diet Coke or something like that. They were there. [laughter]



Jerry Ballew coaching members of the swim team.

My philosophy in coaching was that it's not about me, it's about them. I believe that I never won a swim meet. Never once did I win anything that I was coaching. It's the athletes that do it. It's how hard they work, and how hard they work depends on the attitude of the program. If they believe in and buy into what we're doing, in that we are a team and we have to work hard, then they work hard. Who actually likes two-a-day practices? If you were in grade school swimming and had two-a-day practices, just think, moms don't like it, either. See how many times parents have to get up really early to get their kids to a swim practice in the morning before school. So, the whole idea is you have to make it fun. It's more so with women than with men.

One of my swimmers once came in and said, "Coach, I was wondering if I might be able to skip practice today?"

I said, "How come?"

She said, "I have a boyfriend that's coming in, and I had my hair done, and I just didn't want to get it all wet."

I said, "OK."

See, men wouldn't do things like that. And you know what, missing a practice is not going to destroy her, and it's not going to destroy the program, so I was lenient with the kids about certain things. If they were coming in late, though, I would get on them and try to impress on them the importance of being on time. My philosophy is to make the program a team and make them feel good about being part of the team—put the pressure more on them than on me.

I had few rules. For example, I could say, "No drinking!" Some of my swimmers were twenty-one, though, and I can't expect absolutely no drinking. I would just say, "This is the University of Nevada swim team program. You are part of this university, and you represent this university,

and you represent our team. I can't tell you that you can't have a drink, but you shouldn't do any drinking before a swim meet." I just talked to them about things. I didn't have very many rules at all, because as things came up we just talked about it.

My philosophy was to think of them as students and then athletes, and give them a chance to be students and athletes. Sometimes they have a big test, and they were going to need time off—different people at different times. Also, since most of our events were short events I didn't think you needed all that long distance stuff. What you need is a lot of hard reps at certain paces. Starting out I would give them so much rest, and then as we worked through the season they got less and less rest. For example, we would do ten 50's with a minute rest between the 50's, and pretty soon we were doing ten 50's with ten seconds rest. You just work it down to where they are training very hard, but they don't need all that yardage. So, that was my philosophy: get the work necessary in your stroke.

If you are primarily a sprinter there is no sense in my trying to make you do a lot of 500's. First of all, sprinters don't like it anyway. They hate it, and they get a bad attitude. Stroke people did stroke work. When I would write up my workout, Robin Thein and Karen Petterson were doing this, and these two swimmers are doing that. I had that worked out, and I would tell them what they had to do. I never let them know what I was doing.

They always want to know, "What's next coach?"

I said, "I'll let you know."

If you show your workout, and you've got ten 200 butterflies coming up, the rest of the workout they are saving themselves so they can swim that. So, they don't know what I'm going to do. I'll say, "OK, now we're going to do ten 50's on the 50," or whatever it is. I just set it up, and I just tell them, and then we do it. When they stopped, I would make some comments. I just didn't like them worrying about what's coming up in the sets. If the swimmers know what's coming, they start dreading it, and then they start fooling around with the other stuff. I just figured that that was bad, so I didn't let them know.

Was the swim team getting any sort of publicity?

I remember when we had the national championships. When you go to bid for a national championship, you have to show them that your media is involved, and they are supportive of it. I had the editor of the *Reno Gazette-Journal* and the sports people write a letter saying they were going to fully support this event. When you take all this information back to bid for the championships this is stuff they see, and then they make their decision based on that.

Well, when we held the national championship here—and as long as I live I'll never get over this—we won the national championships, and the next day the *Reno Gazette-Journal* had nothing. Not one single thing about the national championship! I was livid. I was irate. Why in the world would they do this?

I wrote a big letter, and I hand carried it down to Steve Sneddon, who was the sports editor at the time, and I said, "I just do not understand this. You *said* that you would support this."

He said, "Well, you know what, we had the high school championships going on in basketball, and we had this going on over here, and you had this happening. We just didn't have enough people to send over."

I said, "Why would you say you support it then, if you don't have people to send over for this thing?"

And then, to make it even worse, the next day they came out with a big article, with my picture, and it was about *me*! And that made me upset. *It wasn't me—it was the kids!* They needed to have their name in the paper and pictures in the paper for that. As I understand it, there has still never been a national championship won at this university. Ours is the only one. That's a big deal, and yet, it wasn't perceived as such.

The way it was, we would swim against Davis on Friday afternoon, and the next day we would swim against Hayward. We would swim two meets and head home. I would call the *Reno Gazette* on the phone and tell them, "The University of Nevada women's swim team won this. So-and-so did this, and so-and-so did this, and this is the

score.” They would ask you questions, and the next day it was this little bit of print. Just a little, about an inch. At one time my swim-team girls said, “I don’t understand coach. How come you’re not giving more information out?”

I said, “It’s not *me*.”

Karen Petterson was a captain, so I said, “Karen, after this meet, I’m going to call in and say, ‘Hey, one of my swimmers is going to tell you about the meet.’”

She was on the phone for twenty minutes talking to the sports writer about everything, telling them who did well and how many meets we had won in a row—all this stuff. The next day? Same thing.

I said, “See, it’s not me. The media is going to do what they are going to do, when they are going to do it.” There’s an old adage that says, “You don’t start a war with people who buy their ink by the barrel load.” You can’t win that war. They can print this much about that, and you’re lucky if you get anything in to rebut or say anything. They do what they do, and that’s all there is to it.

I was very much disappointed about coverage of our program. It’s amazing. For three, four, five years in a row we were one of the most successful team on campus. We would have a swim meet and beat UNLV or Utah, and the next day there was hardly anything. If the basketball team *lost*, they got their picture in the paper. The girls used to say that was so unjust.

I said, “Hey, I can’t change the media.”

Do you remember any sort of fundraising going on for women’s athletics at the time? Were you doing any fundraising?

I remember that I was told that I could not raise money for the women’s swim team. They said, “The Athletics Department has a fundraiser every year, and you can’t go out soliciting money from people that we are going to go out to solicit money from.” Basically, soliciting and fundraising at the time, you couldn’t do it. That’s why I did the national championships, because that’s not fundraising. That’s getting profits from a meet. Other than that, no, I don’t recall anybody doing any fundraising.

What sort of community support did swimming have?

How can you have community support when the community doesn’t know much? You can get people to a basketball or volleyball game, but how can you get them to meets if you don’t get a lot of press saying when the meet or game is going to be and where tickets are sold? You can get people thinking about that, and they can come. But as for community support, I don’t think they knew much. I just don’t think many people even thought about women’s sports.

When Mike Anderson took over a few years down the line—he was there about eight to ten years himself—I don’t know how he arranged this, but he started having the pep band come and play. Just the noise attracted people to see what’s going on. Anything you can do like that helps. The only people we got to come to our swim meets, up in the stands up there, were parents of the kids that lived close by.

Can you tell me a little bit about your career at UNR after you had retired as the swim coach?

I went to the chairman of the department and asked if I could teach full-time. He arranged to get me on a full-time contract with soft monies to start with, and then later he got me on hard monies. I just started teaching full-time there. I finished my doctorate’s degree in 1995.

I love teaching, and I love coaching. There is no real difference. Sometimes people don’t seem to understand. If they say coaching and teaching, I say, “There is no difference. If you’re a coach, you’re a teacher. If you’re a teacher, you’re a coach. It doesn’t make any difference at all.”

In fact, if you had more teachers that took the coaching attitude, the schools would be in much better shape. What do we do when we are training our athletes? You teach them, and you repeat and you repeat, and you do it over and over and over. If more teachers took that kind of an approach, the learners would be in great shape.

I’ll use Chris Ault as an example. If every faculty member at the University of Nevada

put as much time, energy, and effort into their teaching of the course that he puts into football, our university would be exceptional. You ever stop to think about that? How many teachers put in that kind of energy and effort? How many teachers are out trying to promote it? How many teachers try to figure out ways to get more people in the stadium, get more people interested or get more support? He puts in a ton of energy. That's why the program is successful. If everybody did that we would be exceptional indeed.

That's what makes coaching, I think, a great profession. Boy, you are really concerned that these athletes produce and give you the best, and that they get a lot out of it. I think teachers just get in there, and they give their lecture, and then they're gone. They don't really care that much about the students at all. The reason that I loved what I did was that I cared about the kids, and I worked hard and gave my best.

How did I do? I don't know. I was there thirty years, and I guess the rest is up to the students and the people who remember your teaching. I still run into kids every now and then. It's amazing how many different states and places I've been, and they will run over and say, "Coach Ballew!" or "Dr. Ballew!" One of them said, just recently, to me, "I still remember what you said, and I practice that, Coach."

I said, "What's that?"

She said, "If you're on time, you're late."

For example, I've been a chair of a committee. If you've been on a committee, you know what happens. They show up a few minutes late, or they show up right on time. They've got to take off their coat, put their purse here, get their papers out, open up this. Then they've got to say, "Hello," and "Hi," to everybody, and fifteen minutes is gone.

I said, "You should always be early to do all those things, say 'Hi' to everybody and get yourself ready, so if the meeting starts at eight o'clock, you get your pencil and pad down here, and you're ready to do the meeting."

She said, "I remember you teaching me that if you're on time, you're late. I've been trying to do that the whole time."

Well, that's good. Something I taught is being remembered, and that makes you feel good.

What department did you end up in?

It's a different name, but the same department, so to speak. It started out as Recreation, Physical Education, and Dance—RPED—and then at some point it was Health and Exercise Science, or something like that, and then it finally ended up as Health Ecology. And that's one of the reasons I probably retired a little earlier than what I should have.

I retired at 62, almost 63, years of age, because I was not fitting in anymore. All my expertise and where I was coming from with coaching and teaching these certain . . . much of what I taught was no longer offered. Now it's more of a health department. So I had to change and start learning to teach classes in marketing, or I had to change to teach courses in administration in order to provide courses that fit into health ecology. These were not really my areas of expertise. It was a lot of hard work. I just thought, "You know what? They need to be able to get a professor that fits more into what they are trying to do here," so I decided to retire. Thirty years is a good career.

What were your "classic" classes?

I was highly skilled in racquetball. I was highly skilled in sports, so whatever sport I taught I thought I could do well. I started a class called Swim for Fitness. I used to call it Beginning Swimming, but a lot of people don't understand what beginning swimming is. I couldn't call it intermediate or advanced, because what I wanted was a fitness class, where I could get people who are former swimmers or who want to use swimming as a method of staying in shape. I started it twenty-some years ago, and I think Kathy Dohr, who was one of my former swimmers, is teaching my Swim for Fitness course. I loved it. That class would fill up just like that. [snaps fingers] When you sign up for the courses you only get so many in the pool, so once it's full, it's full, and my Swim for Fitness class would fill up really fast.

Another course I taught was teaching how to teach. Since I had coached and taught for most of my life, I put together a course on how to teach. I also taught an administration course and a marketing course towards the end of my career. But in the first years I taught Introduction to PE and some of the classes in Physical Education and Recreation. I taught the Psychology of Coaching way back then, but when we changed, those courses were no longer needed.

I am grateful to the university. For thirty years I thought my time up there was great. I appreciated the opportunity that I had to teach and coach at the university. I appreciated Coach Loper for getting me a job way back in the 1970s, and I wouldn't change anything. I wouldn't have gone any place else.

When I was successful as a coach, I could have gone to quite a few colleges. I had a lot of people inquiring. When you're a national championship coach, and you've got a good winning record, jobs open up all over the place. In California there were a lot of jobs I could have taken for a lot more money, but this was my home, and this was my family, and I just stayed here. So, I've enjoyed it. I appreciated the opportunity and have fond memories of my students and my athletes, so I'm just grateful.

CATHY TRACHOK

Cathy Trachok: I was born in Reno in 1958, and I have an older sister and an older brother. My father, Dick Trachok, at the time was the football coach at the University of Nevada, and my mother was a teacher. We lived in a great little house in what was, at the time, the outskirts of Reno, and I went to Hunter Lake Elementary School.

Allison Tracy: What sort of activities do you remember being involved in as a kid?

When I was seven I started gymnastics at the YMCA there on Foster Road, and I was in gymnastics for about ten years. The kids in the neighborhood all played football and track, so we did a lot of sports around the house besides going to my dad's football games.

Outside of gymnastics were you involved in any other sort of formal or organized sports or teams?

When I was in high school I was on the track team for Reno High School, and then I dove and I did gymnastics for the university.

In addition to the sports that you had done, what other sports do you remember being available for women at the time you were at Reno High?

I was so involved in gymnastics—I would leave school at two and be at the gym until nine o'clock. I really didn't pay much attention to the high school sports at all. I was in my own little gymnastics world, and that was pretty much it. There were a lot of kids that were with me that were from other high schools, and we all were like our own little crew.

Where were you going to do gymnastics?

When I was little we were at the YMCA. Then there was a change of the guard, and we were everywhere from the YWCA with the Flips Gymnastics team. Al Lansden was the coach, who was awesome, and then Dale and Mike Flansaas came in. Dale was like an Olympic coach, and she was this big mucky-muck, so a lot of us moved from Al's team over to Dale and Mike. We were in probably three different warehouses around Reno, and I think the last gym we were in was at the old B. D. [Billinghurst] gym behind Our Lady of Snows School. We were at a warehouse by the airport for a while.

What did competitions for gymnastics entail? Where did you travel, and how did that work?



Cathy Trachok

We pretty much traveled all over northern California, Oregon, Washington, Southern California, and Utah. I'm trying to think if we went to Arizona. The coach would drive a van with all of us in it, and there would maybe be one or two parents that would come, but most of the parents did not. It was a great experience, and we met people from all these different places and stayed at these people's homes. It was really fun.

With the competitions that you were having and the people that you were competing with, was there any sort of Olympic developmental stuff going on?

Absolutely. The whole goal of the team was to get as far as you could go. Dale used to do clinics all the time in Reno, and she was also the choreographer for the Olympic routines. At the time you had optional and compulsories that different coaches would choreograph routines on the different equipment, and Dale was one of the coaches that was chosen. She would have clinics

where we would have these amazing athletes from all over the country come and hang out for one or two weeks, and the families of the team would be able to billet these athletes at our houses.

So, I met this one gymnast named Kyle Gaynor, who was amazing. We actually became really close friends, and we still stay in touch. She went to Olympic trials, and she actually was all over the world competing. There were a lot of gymnasts that came to work with our coach, so we got to meet those gymnasts and hang out.

How did UNR come onto the horizon then? Was it just a natural thing for you to go there?

Yes. My brother went there, and my sister went there, and my father was the athletic director by the time I was going to the university. You went to grammar school, you went to junior high school, you went to high school, and then you went to the university. UNR was like my home, because I had been there since I was born. I would hang out with my father when I was a kid. If I went up there, I would run around, and everybody knew me and would keep an eye out for me getting into trouble. It was a natural progression. My coach Dale was also the university coach.

I graduated early from high school, because I wanted to do gymnastics at the university level. I went to one nationals for gymnastics with Dale and then had to have surgery on my shoulder and rib. I decided after that that I was not going to do gymnastics anymore.

How many years then did you compete in gymnastics at the university?

One.

What year did you start at UNR?

That's an excellent question. It was January of 1976, I believe.

Did you have any scholarship for gymnastics?

No.

Did you ever get scholarship money for diving?

Yes.

When did you start diving at the university?

After I had my surgery I took a year off from athletics, then I took a semester off of school, and then came back and started diving. Christmas break I think I walked out on deck and asked Jerry Ballew if he needed any divers. He was all excited and said, "Absolutely."

Do you remember how much scholarship money you received and how much it covered?

I think it was \$500 a year, and that was no more than what I needed, because I was also the daughter of a faculty member, so I was paying very little per credit. It was more than adequate, actually.

Do you have any sense whether or not other athletes, and specifically other female athletes, were getting scholarships?

Yes. There were swimmers that were getting scholarships. The first year that I dove we had, I believe, eight or nine people on the team including me. It was not high pressure, but we were very successful, and we had a great time. The year before Jerry came, they had a very tough season; they had lost more than they had won. Then Jerry came in, and he got a couple of really, really amazing swimmers. The first year I was there we had a record of 8-3 or something like that. The next year we went undefeated and won nationals.

I remember we just had a great time. We loved our coaches, and we were a family, and I still stay in touch with a couple of the swimmers. I was *the* diver, and when I was a junior we got another diver. I don't know in my senior year if we had another diver, but it was pretty much a lonely business being the diver. It was great, because Jerry insisted that everyone call it the swimming and diving

team. Before that it was the swim team, and if you had a diver then they'd show up. I coach the diving at the high schools here in Napa, California, now, and when you have a diver it really helps your score.

Can you tell me a little bit about the experience of the 1978-1979 nationals? And I have interviewed Jerry.

He is awesome. Isn't he great?

Yes. He's very funny and has some great stories.

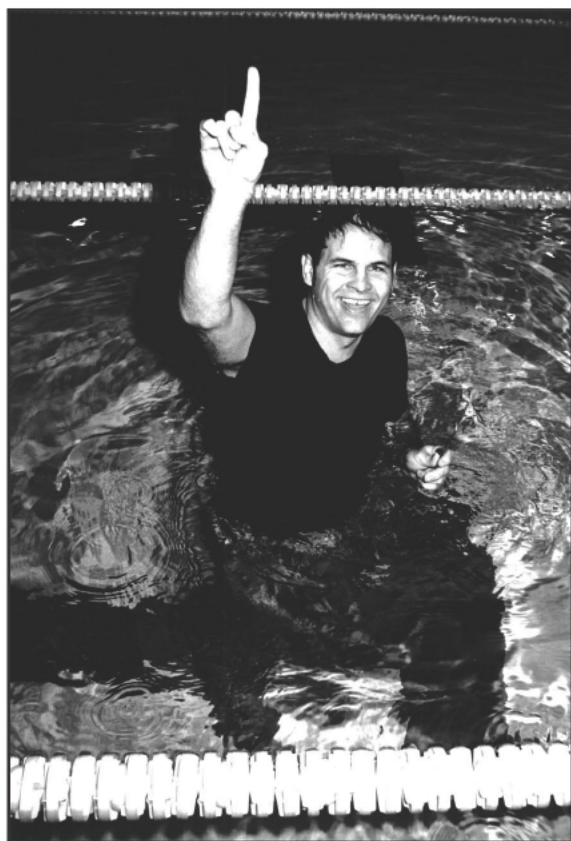
That whole year before nationals was just amazing. We would travel to these meets. I think the thing that I got out of it, mostly, was that even though we were a very small team, and we were kind of lunatics, we really liked each other. We enjoyed our company, and we had a great time together. We enjoyed Jerry, and we just had a fabulous time. Every time we would win, it was hilarious, because we thought, "Wow, we did that!" Not to say that we weren't competitive. I never set out to do anything except to be extremely successful in it. We wanted to win, but it was not more important than being good people. I don't know how to explain it, but it was just an amazing time. That whole time with the team was really fun.

I remember the night that we won we had no idea that we could actually do it until one of the events—I can't even remember what it was. As the diver, I was all done, so I would walk around and talk to Jerry. I can't remember the assistant. Was it Lars? He was great, and I see his face right now. I would just do whatever I could to help them out with running times or writing down things, and I remember him saying, "I think we can do this."

I said, "Oh, my gosh, you're kidding me!"

So it was pretty exciting. It was at night, and it was kind of late, and all of a sudden we did it! It was very cool, and it was at our pool. We threw the coaches in the pool, and we all ended up in the pool. It was huge fun.

How long was the swimming and diving season?



*Coach Jerry Ballew in the pool
after the 1979 championship win.*

That's an excellent question. I don't know. I also dove club, so I was in the pool pretty much six hours a day, six days a week for twelve months a year. I have no idea what the breakdown was. I think it's December until March.

Do you remember if UNR had any big rivals or competitors?

Oh, yes, Las Vegas! They were pretty strong. It was a highly competitive meet. The only meet I remember, and I don't know if that means that we didn't compete with them more than once, was down in Las Vegas at their pool, which was a great pool. It was fun, and we won. We also would compete with the University of Puget Sound, and they were like our sister team. We became very close with the coach and with the team, and we would do a lot of stuff together whenever we

would go up there, or they would come down to Reno. So, every year that was our really fun meet.

Then I personally had a rival at Chico (California State University, Chico) with one of the divers who ended up coaching my son when he was four years old at Walnut Creek, California. Karla Helder was a really good diver, and the two of us would go head to head. We were good friends, but we still were pretty competitive together.

On a little side story which is pretty funny, I was living in Walnut Creek, and I had lived all over the country up to this point. Everywhere I would go, if I did anything with diving, I would ask, "Do you know Karla Hawking?" She had gotten married. People would tell me all these little bits and pieces about Karla, like where she was, so I would stay in touch with her from other people, because diving is a very small world. So, I am in Walnut Creek, and this woman is the head of the diving program there, and she's got the little kids, including my son. She has this t-shirt—I knew that Karla had gone down to South America to coach diving—that read, "Karla's Divers, Costa Rica."

I said, "Oh! Karla, do you know a woman named Karla Hawking?"

She looks at me, and she says, "Cathy, I am Karla Hawking."

I said, "You're kidding me!"

She had been divorced by this point, and she said, "I go by Karla Helder again."

I asked, "Did you know who I was?"

She says, "Oh, yes, I was just waiting for you to figure out who I was." [laughter]

She had cut her hair really, really short, and she had dyed it really light blond, and so I had no idea who she was. It was hilarious. We have pretty much run into each other on and off. She is back in New York, but I stay in touch with her through another one of her divers who is here at Davis. We have high school divers together, too, so I run into them every once in a while. It's a small world.

Do you remember if the team was in any sort of league or conference at the time at UNR?

Yes, we were. I have no idea what it was.

Do you remember at all being in the AIAW?

No, but that doesn't mean anything. The other thing, too, is that divers are strange animals, and we live in our own planet. So, I'm sure that there were all of those things that were involved, but if it didn't affect my life or my diving, it didn't really matter. I think we were Division III; that was one of the things I remember.

Do you remember what was the break down of meets that you had at Lombardi versus how many meets you traveled to?

I don't remember, but I know we traveled a lot. We went to nationals in North Carolina. We went to three of them, so you'd think I'd know. One was in Reno, one was in North Carolina, and another was in Gainesville, Georgia.

Outside of Jerry, how many other staff members were there coaching for swimming and diving?

I had, at any given point, two coaches. There were a few club kids that would come and work out with me, because it gets really hard to be the only diver. The club coach was Rusty Grow, and there was another coach, Clyde Devine, who used to coach at Stanford University. This guy was amazing, but he was in his seventies. He had retired and lived in Reno. He was hilarious, but a really good coach, and he knew everybody. He was one of those "know everybody" kind of guys.

Jerry was the swim coach, and there was Jerry's assistant. He was blond, and he was very nice looking. He was in his early twenties, I think. We used to embarrass him all the time. We would play really mean jokes on him, but in a really fun, nice sort of way. It was fun to watch him turn red. So, we had probably three to four coaches on deck at any given time.

Tell me about this club team. Was it through UNR, or was it just using Lombardi?

Rusty and Clyde knew that in order to get any divers up to the university, they would need

to have some sort of a feeder program. They had access to the university boards, so they would bring in kids that were probably all high-school kids. There was never any more than four or five of us on the boards at any given time. Rusty just wanted to coach and help, and Clyde was the same way. I don't know how it was organized, and I don't know how they got paid. All I know is that I was there, and they would be there to coach me, and then I'd leave, and that was it. I think both of them did both the club and the college. Then Clyde bowed out a little bit from the college. He would come whenever something big was needed—to judge or to help out. So Rusty pretty much took charge of everything.

Do you remember having to swim the backstroke in a meet?

He didn't tell you that story, did he? Oh, my God! [laughter] It was at Hayward (California State University, Hayward). It was the most embarrassing, funniest story ever, and I can't believe he still tells that story.

It was amusing. [laughter] Every point counts, and we didn't have a lot of team members at the time. I hated to swim, and I think it was at the time when Jerry actually coached me in diving for a little bit. He always liked me to get in and swim a 500 before I dove. I was pathetic, and I hated swimming, and I never swam. I knew how to swim, but I never did stroke work or anything like that. You'd think that if you win the one and three meters that you would be done, and they'd be happy, but no, he told me I had to swim the 50 backstroke. I had never done a backstroke turn. I had no clue what to do.

He said, "No, you just get in; you lay on your back, and you just move your arms."

I said, "OK, fine."

I remember getting in, and the gun goes off, and I was with Karen Petterson, who was a nationally ranked backstroker. My legs and my hips are underwater, my head is above water, and I am going like a windmill. I'm going maybe half a yard a minute. I get to the end of the pool, and I whack my head on the edge of the pool, and I rest

on the side of the pool. I've got this huge bump, I'm hurting, and I hate this, but I turn around, and all these other swimmers are passing me. By this time Karen has finished the 50 backstroke, gotten out of the pool, run back to the other side, and as I am the only swimmer in the pool finishing this stupid race, Karen is urging me on and cheering me on. It was hilarious. Of course, Jerry puts in the paper, not my accomplishments, but that my fifth place in the 50 backstroke was the winning point for the meet. [laughter] He did it because he knew I was so mad at him, and he'd laugh about this all the time. I can't believe he still does this.

He said, "I should have warned her about the turn, but I didn't even think about it."

So, he remembers me hitting the edge, too. It was so funny, but I didn't DQ [disqualify] which, when I think about it now, cracks me up. Actually, my kids are all in swimming now, too, and my youngest is a very good backstroker. I always laugh whenever I see him, because well, you know, it skips a generation.

For that first year, do you remember what the gymnastics season was like when you were competing?

We also were year-round, and Dale was both the club and the university coach, so we worked out at the university in the Old Gym. The basketball players would come in after we were done and play basketball. So, we became friends with some of the basketball players; they were all pretty nice. We would just move the equipment over to the side behind the bleachers. I loved that Old Gym; it was awesome. I remember we had great equipment up there. We were treated very well, and we did very well. There was a problem with the coaches, where personal things had happened between them. There was a divorce, and it was really ugly. That is pretty much what ended the gymnastics at the university.

Was that the year that you had been there, or was this later?

It started when I was there. I stayed in touch with everybody, because I had been with them forever, so I was unfortunately privy to a lot of what was going on. A lot of that stuff that happened up there was due to some personalities. I know that people said there were things that were going on. There was a lot of support from the university for the gymnastics, but there were things that were happening that were definitely personal.

What was the last year, if you remember, that UNR had gymnastics?

It may have been 1980 or 1981, but I do not remember.

In that year that you had competed, do you remember having any big rivals in gymnastics?

No. Gymnastics is also a really small world, and so a lot of the gymnasts that we would compete against we knew from club, so it was more the individuals than really the teams.

How big was the gymnastics team the year you were there?

I think we had twelve.

What sort of events were women competing in at the time?

It's all the same as it is now: beam, vault, floor exercise, and bars.

For you was there any sort of specialty, or did you try to stay well rounded in all of them?

I tried. I wasn't as good as I really wanted to be, but the vault was probably my best event, and the beam.

Do you remember how many staff members there were for gymnastics?

We had Dale and Mike.

In high school, were you being recruited at all to do gymnastics, or any sports?

No, but I was not involved at all in high school sports. I did track for a little bit, but it was a different kind of world then, too. About six or seven years ago, there was an article in the Reno paper about how before Title IX girls were just not as competitive. At the university we weren't as competitive, and we really didn't care as much. It really angered me, because we were very competitive. We loved our sport, and we loved what we were doing. I know that the sports that don't get a lot of money are more fun to be involved in, because the pressures are not as weird.

I coached diving down at Cal Tech (California Institute of Technology) for a couple years, and that whole program is amazing, because it's what college athletics was really meant to be. The pressure at Cal Tech is on the academics, and if the kids want to do a sport they come out and they get an opportunity to try a sport. I would have kids who couldn't walk and chew gum at the same time, but they were sending satellites up into space and working on the Mars observer. God forbid, they should actually pull the door open instead of push it. These kids would walk with their arms and their legs at the same . . . I had to take these kids, and if they wanted to do it, this was my job, and what I was supposed to do.

I was going to art school at the time. I'm not a career coach or anything, and I did it because I loved the sport. It was really nice to see these kids be able to do something that they normally wouldn't do and wouldn't ever have a chance to do, but have always wanted to try.

When I was in gymnastics and in diving, the money was a pain—to not have money to be able to go every place that I wanted to go or to wear the nicest things, but we had just such great opportunities. We stayed at people's houses and met people that we wouldn't have met before. When we did have to travel across country and got to fly places, it was really special and amazing, and it was just a great experience. We were extremely serious about how well we did.

How aware were you at the time of Title IX issues and what was happening at UNR?

I was aware of them because of who my father was, and I knew that it was going to be extremely difficult to bring about. There were already things that were starting to come about, just because you have more interest in women's sports, so there was more money that was coming. I'm a total Libertarian, and so to force people to do something that they are doing anyway was very frustrating for me. I know that it was putting a lot of pressure on my father, and I know he was doing good things, anyway. So, that was frustrating just from the child's perspective.

From the other perspective, as an athlete, I didn't think or believe that that was going to be the answer. I have a lot of friends who are athletes and coaches—male and female—all over the country, and watching how it came out was extremely frustrating. Like getting rid of the UCLA (University of California, Los Angeles) and USC (University of Southern California) swim programs for the men. I don't think taking away programs from men in order to give a program to women was what they wanted Title IX to do. I think that whenever the government gets involved there are unintended consequences that happen that are not always the best.

What was it like being an athlete at UNR and having your father be the A.D.?

There were times where it was challenging, but the majority of the times were awesome. No one treated me any differently because of who my father was. I knew everybody up there before I got there because of my dad. We had always been taught that whatever you're going to do, if you want to be successful, just work really hard at it. So, I just worked really hard and was accepted for me and not for who my dad was. There were times where you wouldn't think that it would be an issue, but I used to go to the Pub N' Sub, and I would have these football players who didn't know my last name start talking about what a jerk the athletic director was. I would smile and let them

dig their little hole, and then at the end of whatever they were saying I would say, "Oh, do you know the athletic director?"

They would say either, "Yes, I know him," or "Oh, no."

"Well, he's my father, if you'd like me to introduce you."

I loved doing that! But it was more things like that, of people who would do things that didn't know who I was. Just being able to know a lot of people up there before I got there made it that much better.

When you first got to UNR, what was your impression of women's athletics there?

Well, I had friends who were on the softball team. Coach Plummer was the coach, and they were very serious. I knew they had a really good volleyball team, because a couple of my sorority sisters were volleyball players. I didn't know anything about track, or even if they had women's track, because I really wasn't interested. They had gymnastics, of course. One of my sorority sisters was on the gymnastics team after I quit. The swimming and the diving were there, which took up a ton of time. I know they had the tennis team, because I really liked the tennis coach. He was awesome and a really sweet, old guy. All the athletes were like this huge family, the guys and the girls. I'm sure this had nothing to do with see-through bathing suits or anything, but the guys, the football players and stuff, used to come up and watch all of our meets.

Was there a women's athletic director at the time?

I don't think so, no.

You've touched on this a little bit, but can you tell me about what support you remember being available for women's sports, including the budgets and that sort of thing?

I know pretty much that we got what we needed. I don't know the mechanics that were

involved. My gymnastics coach had asked for new equipment and had gotten it; we had great equipment. We had the UNR sweats and the things that we needed. When we went on trips, we had the money for our trips. I was involved in the competition, so I didn't really worry about money. If our coaches did complain or had a problem, they did not talk to us about it, and it was the same with Jerry. We all felt that we had what we needed. We had that great pool up at Lombardi. If you have a great facility, that's 90 percent of it. We had good support, and if there were problems, our coaches were very good about not sucking us into it. So, from my perspective as an athlete, life was good.

We had access to the trainers. I had shoulder problems from my gymnastics injury, and I would go in, and Ron Bailey would be in there with the ultrasound. We were treated like university athletes. I never really knew of any problems there.

For Lombardi, were there ever conflicts with RPED classes or intramurals?

Nope.

When you look at the years that you competed at UNR, how would you analyze them in terms of the condition of women's sports and how it was viewed by the community?

It's hard to look at it from the way things are now, but at the time we were a minor sport, whether it was male or female, and we had a lot of support. We were constantly in the Wolf Pack newspaper, and we were in the regular newspaper. We had people who would come to the meets to support us, so we were treated very well. We were athletes and were treated as such. I never felt like anyone looked at us like, "Well, you're just a girls' sport."

We had some amazing swimmers on our team that were nationally ranked. One of them, Ann Belikow, had qualified for Olympic trials and missed it by one place. She was amazing, and she still is. We still are in contact, and she's just a great person. The other athletes—the male athletes, the softball players, the volleyball players, all of

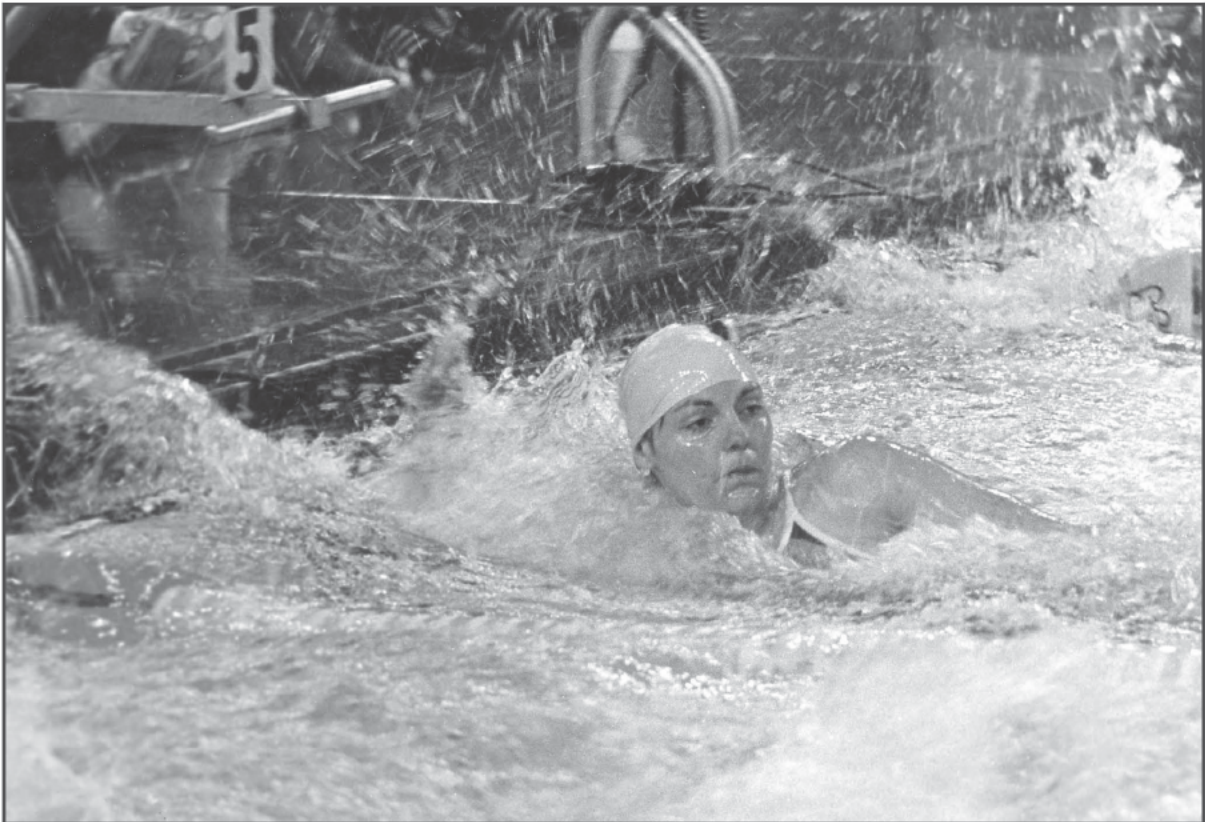
the athletes—we were like this big family, and everybody knew that we worked out extremely hard. I don't think that we were viewed as anything less than what we were, and I think we were all appreciated for what we were. I think that we were treated very well in the community.

Do you remember at the time if the philosophy for the women's teams was having competitive teams that would go out there and win events, or was it good having women's teams so people could participate, or maybe somewhere in the middle?

I don't really know if the community looked at us as, "It's just good to have women's teams." No one in my community was like that. I grew up in an athletic family—everyone in my family was a serious competitor. My sister ran track, and

my brother ran cross-country and track. He set records up at the university.

It's interesting, too, the way that you ask this question, because I was never aware that there was any less expectation of me, because I was female, than for my brother, in any aspect. In any of the teams that my brother was on there was no difference in the expectations for him or his team than there was for my sister and her track team or me and my gymnastics or my diving. I would probably not be a good person to find any of these things. I was expected to do my best, and our team was expected to do well. We were thought of as an athletic team at the university, period. It wasn't that we were a *female* team at the university. There was no men's swimming and diving, so we were representing the university for swimming and diving, and we were expected to do well.



Ann Belikow

Outside of the 1978-1979 season, how well did the swimming and diving team do the other seasons that you competed?

We always did very well. We were very successful. We never had a losing season. We were definitely in the top twelve and probably the top ten. We were very competitive.

Can you tell me a little bit about what you've done professionally, but also in terms of coaching, after you left UNR?

I went to Art Center College of Design in Pasadena to study illustration and then went on to do commercial art. After I had my first child, I started doing children's books. Now I am doing fine-art portrait commissions, gallery stuff, and things like that. I do coaching on the side, because, unfortunately, I inherited the teacher genes from my parents. I can't sit and just watch people without trying to help them, which just really sucks a lot of time out of my world.

I have coached all along wherever we have lived, which has been a lot of places, because my husband is an engineer. In the first years of our life we lived everywhere. Diving is a small world, and athletics is a small world. If you can have an entrance into a new community, that is a great way to do it. So, I have coached in Southern California. I've coached up here. I've coached high school. I've coached Cal Tech. Up until this year I was coaching the three high schools in Napa, and now I'm just coaching the two public schools. I had to jettison the Catholic school, because I just didn't have enough board space to get them all in. It has definitely been a way into a community.

The funny thing, being on a girls' swimming and diving team, is that the majority of my divers up to this point have been guys, and they are hilarious. We have a lot of energy in our workouts, and it's been great. My experiences in Reno and at the university, and with my family and my father, have been just amazing in both worlds—in the art world and in the coaching world. Having traveled all over the country meeting people that you don't know, and having to stay at people's houses that

you don't know just help you as an artist. I do portraits for people that I have never seen before. Being exposed to all those people as an athlete was just amazing, and just helps to get a sense of people. I am quite grateful to all my past coaches, teammates, competitors, as well as the athletes I've coached, for giving me opportunities that have served me well in every aspect of my life. And I am extremely proud of not only being able to represent the University of Nevada as an athlete so long ago, but to be able to have the support of my whole family while I got to do what I loved doing.

KEVIN CHRISTENSEN

Kevin Christensen: I was born in 1951 in San Francisco, California. I've had three dads in my life, and my parents are deceased. I have brothers somewhere in California, but I've not been in contact with them for quite a while, so I've kind of grown up on my own.

I went to elementary school here at Mount Rose Elementary School, which was rebuilt and is still there on Arlington. I was in the very first class to go to the Alice Deal Junior High School, where the only thing left there is the old gym. I moved on to high school at Whittell High School at South Lake Tahoe, on the Nevada side.

I graduated from there in 1969 and then went into the Marine Corps for two years. I came out of there and went to Lassen Junior College, and then was recruited out of Lassen to compete at UNR. I competed for UNR in skiing, track & field and cross-country. I varsity-lettered in four sports in college and also varsity-lettered in basketball in junior college.

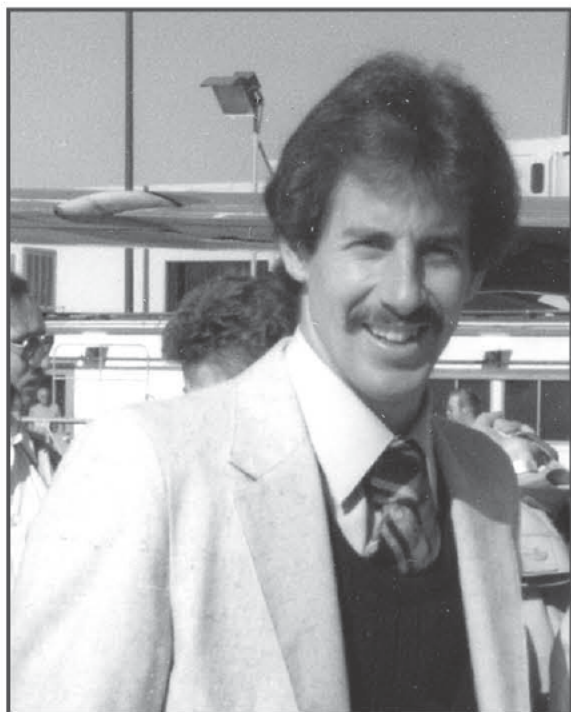
Allison Tracy: How did you get involved in all of these different sports growing up?

Track was probably my weakest sport, because I was small and tiny. I actually grew eleven inches one summer, my junior year. I chose track as an

interest, because I felt it was a sport where if you attacked your weaknesses you'd become strong. So, I took on track, even though in high school girls in my PE class could outrun me. I was the smallest kid in my whole school at Whittell until my junior year. Everybody thought I went to a junior high. As a freshman in high school I was under five feet and weighed probably seventy-eight pounds. When I graduated I was 5'10" and 125 pounds.

I went in to the Marine Corps, and continued pursuing sport as a way to save my life. I had seen a big poster on the base at the Marine Corps that said, "Those who sweat in peace do not bleed in war." This was during the Vietnam era, so I thought, "Well, better to sweat blood here than to die over there." That got me into running and doing a variety of sports—swimming, boxing, and basketball.

I came out of the Marine Corps and went to junior college, where I became a most valuable player in track. I set some school records in track, and then I was recruited by a few colleges: Colorado State University, Fullerton (California State University, Fullerton), Sacramento State (California State University, Sacramento), Stanislaus State (California State University, Stanislaus), and UNR. My dream was to actually



Kevin Christensen

come this way, because I felt maybe I would reconnect with my family, even though that didn't happen. I was on a scholarship with Mark Magney in skiing, and track and field and cross-country with Jack Cook, who just passed away a few years ago. So I ran cross-country and skied. Clint Montfalcone was my second coach in skiing.

Are there teachers or coaches who stand out for you as being a really big influence?

Yes, my junior college coach, who looked like Abraham Lincoln. His name is Jim Lytjen, and he still holds the world record for his age group for running the half mile. He was very influential, and he became like a father figure. Without having parents in my life most of the time, I chose strong male role models, and he was one of those people.

He took me under his wing. I was an older boy on the team, because I came out of the Marine Corps. Most of the kids were eighteen or nineteen, and I was twenty. People expected more out of me,

even though I was probably young, immature, and naïve. I hadn't really had much of a life. Girls were even scary. [laughter] Lassen was very well known within the Golden Valley Conference for doing well in cross-country and track, so I joined their team. Most of the kids on the team had done really well in track.

Jim Lytjen became what I call a "secret dad," and he used that oftentimes to make me perform at a higher level. He used that love connection for me to do better. He is probably the most important person that actually was an influence in my life, in sport and in pursuing my dream in academics and athletics.

Why did you go into the Marine Corps?

In high school I was a poor student. I had more F's on a report card than you could shake a stick at. This was because of my family life—having no real father and being beat by my mother quite often. I had a sad childhood that way. School was more of an escape for me, because I didn't want to go home. I pretty much wanted to stay at school. My life was just a big mess.

My mother signed me up for the Marine Corps before I graduated. My uncle was a marine. Actually, she got a lot of threatening calls from teachers and parents asking, "What are you doing?" This was during the Vietnam War period. Everyone was thinking "Kevin should be dead in a box within six months."

The Marine Corps is what turned me, though. What happened on the base was that I literally ran so hard—I would run up to seventy miles in a day and would urinate blood. The doctors brought me in asking, "What are you doing?"

I said, "I don't know." It was nothing unusual to me. I didn't own a watch, and I had no perspective of time or distance. I bought a bicycle when I was in the Marine Corps, and I would ride it from where I would visit people to the ocean. That was probably about sixty or seventy miles. I would either run or ride my bike. Finally, this guy named Captain L.T. Struwe followed me in his car. When I got to base he said, "Do you know how far you're running?"

I said, "Yes, from where the people's house is to the ocean."

He said, "You don't know the distance?"

I said, "No, I have no idea what the distance is."

He said, "It's about sixty miles to get to the ocean."

I said, "It is? That sounds like a long ways."

He says, "Yes, it is a long ways. This is why you are urinating blood, because you're doing extreme things without thinking twice about it."

So, they followed me for about a month and said, "Well, Kevin, you've got to cut back on this." They also decided to get me prepared for the Boston Marathon, which I thought was then going to be easy, because it was only twenty-six miles. That seemed like a snap. Once they told me I was running sixty miles I thought, "Well, it's not even half of that, so it should be a piece of cake." I actually got a chance to leave the Marine Corps before the marathon, so I left and went to junior college. That time period made me recognize time and distance.

I had other experiences in the Marine Corps with world class athletes, who I didn't know at the time were world class. They would play with me down at a track on the coast by Long Beach. Jeff Galloway—he's still coaching and doing master's... he's very famous—he and another guy were playing with me and said, "Do you want to run a mile with us?"

I said, "Sure." We were doing these mile repeats.

He asked, "How fast do you want to run, Kevin?"

I said, "I want to break five minutes. That's probably about the world record or something."

They laughed at me knowing that I knew nothing about time or distance again. They all looked at each other and said, "Kevin thinks a five-minute mile is a world record."

That particular evening we ran these mile repeats—four miles under the five minute barrier. They were shocked, because I was this rookie, raw-edged kid that didn't know anything, and they were going to college. I had been asked to go down and run with them, because my lieutenant

had wanted me to get some different miles, rather than just running from this house to the ocean everyday.

I said, "How fast was I running?"

They told me, and I was completely in shock that I had run all of these things under five minutes. I was amazed because I was around them, and they were obviously slightly ahead of me. I said, "Well, you guys must be so amazing."

They said, "Yes, we're very good in college. Where are you going to go to college, Kevin?"

I said, "I don't know."

Going into junior college, I still didn't quite understand that whole thing until I saw kids I ran against on the front of magazines. Coach Lytjen would tell me, "OK, Kevin, you've got to beat this boy and beat that boy."

I said, "Oh my gosh, I can't beat them—they're on the cover of a magazine!"

"No, Kevin, you're as good as they are."

I said, "Well, I'm not on the cover of a magazine."

"Maybe you should be."

So, I beat these boys that were on the front of a magazine through pure internal effort, not from a physical point. I really wasn't physically or genetically gifted, but my mind/heart connection was strong. So, this is really where the motivation person came along. The Kevin who has coached all these athletes has become that person through a sequence of overcoming hardships and really being his best, mentally, heart wise, and desire wise. Physically, that comes if you just put the rest together.

That is what the room is filled with—all these things I've overcome. Kevin is tiny, Kevin is slow, Kevin is weak; let's make Kevin strong, make Kevin fast, make Kevin good. This came about from going on to junior college, recognizing what time and distance was, and wanting to emulate my coach in junior college.

I started UNR in 1973. Coach Cook was more of a recruiter than he was a coach. Once you got there you were surrounded by Olympic athletes and world level athletes, so he didn't have to coach them. Basically, I had to follow the other athletes around to become better. If you didn't get it in

high school or at a smaller college, then you pretty much had to wing it on your own at that point.

Then I got the chance to become an assistant coach with Coach Cook and did an amazing job. I shocked everybody, and that's when the opportunity to become a head coach at UNR opened up. They said, "Kevin, you've got to coach for us."

I said, "Well, it's a life dream come true." That is how that happened.

In high school do you have any memory of women's sports?

When I was in high school there was no women's sports. There was GAA, Girls' Athletic Association. They stayed after school and played volleyball. They didn't compete against other schools; they just played each other in what I call an extended physical education class. There was no sports as far as track or cross-country. In fact, at the time, in Nevada the farthest distance in track for a boy was a mile. The two mile didn't come until I was, I think, out of the Marine Corps. There was a girls' track and field program in Sacramento; I knew that there were programs down there, but nothing in Nevada at the time.

We had the opportunity to watch the Olympic team train in our gym, actually. The women's gymnastics team, with Kathy Rigby, trained in our gym for the Olympic Games in Mexico City. That's probably the only time we actually had female athletes in our gym. Otherwise, it was cheerleading for girls—we had five or six girls doing that—and GAA.

Do you remember if there were field days?

Not in high school. When I was back in junior high in D.C. they had field days and things like that, but nothing at my school.

Do you have any memory of what was happening with women's athletics at UNR?

The basic sports were volleyball, basketball, softball, and that's pretty much it.

There was one for each of those. Lue Lilly was in charge of that. It seemed like the same girls played on each of the sports. They all played at least two or three of those sports. It wasn't overly attended, definitely not popularized; I didn't know anything about them.

I was shocked to see girls look like boys. That was weird for my brain, to see girls that wore wallets in their back pocket and dressed like boys. I was thinking, "Oh my gosh, who are these girls?" I was looking, across the room, hoping to see girls, so that was really different for me. And that, I think, kind of shifted over the next ten years—seeing girl's sports and having them grow into other sports, like swimming. Different body types would show up—tall girls playing volleyball. We had six feet plus girls playing volleyball and basketball, recruited in from other places in the nation. The cross-country program, track, soccer, the full diving program with Olympic Chinese women coming here—that all evolved over the next ten to twelve years.

In the beginning what kind of support was available for women's athletics that you can remember?

I would say very little. I don't remember hearing anything about that. Even the men's programs, if they weren't a major sport, pretty much had to hustle to get something. We had meals given away in town to the top athletes. I had been given a scholarship because of my academics, and even that was shared with another boy, which is another story. They had meals, they had books, they had tuition, and they had partial scholarships and some full-ride scholarships for the kids that were actually Olympic athletes.

Tell me how it was such that UNR could have Olympic athletes competing.

During that time there was no age requirement for athletes at the men's level, especially in certain sports. You wouldn't see it in football, but you would see it in track and cross-country. UTEP (University of Texas, El Paso) was an entire team of Kenyans. You had teams back in Kentucky that

were full teams of Irishmen or Englishmen that were men—these guys were in their thirties. If you look at the pictures I have of our own team it was like a foreign legion. You had full-grown adult males with beards and guys in their late twenties or thirties on our track team, as freshmen.

We really had one-time, two-time, three-time, even four-time Olympians on our team. The Americans were probably at least a minority on the team. High school kids that were coming out of a high school program somewhere and walking on or being brought into the program were definitely a minority.

One of the best boys that came out of that that I had a chance to coach was a boy named Tom Wysocki out of Western High School, who went on to the world championships in cross-country. His wife, Ruth Wysocki, is still a world-class runner. Very few local or statewide kids would come unless you were already at a two-year college like I had been, and then transferred over. At least you had proved yourself and said, “OK, I’m capable of handling that load.”

We had a lot of guys on the team that were world-class ability, so it was really strange to go to a cross-country meet or track meet and say, “My gosh, I’m hoping to get placed, let alone win.” Now you could go and say, “At least, everybody is twenty-one or twenty-two years old and younger,” versus going to the starting line, looking down and thinking, “He’s in the Adidas poster; he’s in the Nike ad.” Right to left of you are these guys who you would be watching on television in the Olympic Games. They are at the same starting line you are at age twenty or twenty-one years old. It was crazy.

Do you remember when the NCAA did put in an age requirement?

I would say more in the last fifteen or twenty years that has happened. Clear through the 1960s, 1970s, and early 1980s it was still probably wide open for any age. It happened probably in the late 1980s or 1990s, when America itself recognized that we are providing these huge scholarships and huge opportunities to produce Olympians for other countries.

In reality, if you watch a world-class track meet, even to this day, you’ll hear so-and-so’s name, from the University of Texas/Africa. You’ll see the fact that they are from some other country, but they went to school in our country. We provided housing for them, schooling for them, fed them, did everything for them, and now they are going to go against us in an Olympic game, which will happen this summer in China. We have paid their way, so someone can get a NCAA championship. [laughter]

Was it more common in track to have the athletes from all over as opposed to other sports?

Yes, and I think it’s most likely that way because of the variety of events in track. You would have distance runners and sprinters from where the world produces those best kind of people. We had kids that were great jumpers from Iran, such as Fred Assef. We had a great jumper out of Kristiansand, Norway—Christian Flogstad—and he was an Olympian at the Munich Olympics. We had Hans Menet, a four time Olympian, out of Switzerland.

Football, on the other hand, does not get played anywhere else in the world. Baseball is just us, too. Basketball is now played more internationally, but they play on a different kind of a hoop setup. You did have a few people that came from other countries in basketball, but it was very rare. In fact, most of the time our guys, if they don’t make it in the NBA, would play in a Europe league.

When you think about Olympics, you think track. That shows up every four years in people’s minds. I think gymnastics, track, and swimming are the three sports that show up in your mind during an Olympic year. So, those athletes do have a chance to filter into our country and be on a college team because of that. They don’t play football in London unless it’s soccer. It’s on the ground with a white ball. [laughter]

Had there been more of the international athletes in football or baseball, the “American” sports, do you think that age requirement would have been changed earlier?

It probably would have been changed a lot earlier. When they took that away, of course, it put everybody on a more equal playing field. You had to recruit kids from America. You did have some foreign athletes, but your whole team was no longer made up of two-time, three-time, or four-time Olympians. I think American families said, "Well, I was going to send my boy up to college on a scholarship, but I can't, because he's going to be ninth in row behind six guys from Africa."

When they imposed an age limit it really made more sense for kids that are locally going through a high school to want to be able to say, "I want to give UNR a try, or UNLV a try." You at least allowed kids that were homegrown to actually be able to go to a college and say, "Yes, I can at least have a shot."

When you were competing at UNR, what sports were available for the men?

They had just gotten rid of gymnastics, and boxing had turned into a club team, but still competed in the NCAA. It was kind of a 50/50 thing. We had cross-country, track, basketball, baseball, and football.

Those programs had been there a long time. Coach Trachok and Dick Dankworth were track coaches. The track actually was down in that bowl [now UNR's lower quad], and then it got moved up to Mackay Stadium. Jerry Scatini was the football coach. I can't remember the basketball coach at that time, but they went through basketball coaches pretty much every other year. I would think, "I just got to know that guy," and then he would be gone. The fastest position available was basketball for men. Track was coached by Jack Cook until he left, and I'm not sure who took over. They actually got rid of the program, so he was there until the end, pretty much.

What were the various facilities when you first started there, and who was using them?

The Old Gym (Virginia Street Gym) was what we had. Everything was pretty much housed in the Old Gym. Lawlor Events Center and additional

areas up to the Mackay Stadium area were under construction, but mostly it was just an open field. I have pictures that will make you laugh. The east side of the stadium was small, like high-school stands, and the west side was where the boxes were and full stadium stands. There was nothing on the north or south, there were no end-zone stands.

There was dirt on the hills, and we had a black rubberized track. It was called an asphalt track. It would be horrible during the winter. Our spring season is cold in Nevada, so we literally had tar and asphalt poured into the holes on the track to repair it. It's funny now, because they actually have a multimillion dollar track up there now but can't use it, because it is surrounded by a stadium. By the time they actually got it in there it was no longer useable because they put the end zones on the track.

Football was played on grass. It wasn't artificial, but it was well maintained. Basketball was held inside the Old Gym, and then they moved it and had games down to the convention center. Then they finally built Lawlor and, of course, hardly anybody in modern time would recognize they had played other places. It now seems like they've always played inside the big dome on the hill.

Track was in Division I, which was funny, and we had to compete against the best in the nation. Track and cross-country were not competing at a smaller level. Our football and basketball team was I-AA or something like that. The conference had changed probably three or four times from the time I was there until I left.

We were in what they called the WCAC. We had done really well in cross-country and track. We pretty much swept those divisions here. We actually made it to the NCAA championships up in Washington state in cross-country my assistant-coach year, when a former four-time Olympian actually won that day. That was Henry Rono, an athlete at Washington State University, who is a world record holder [1978 world record 10,000 meters 27:22.5] and so forth. Since track and cross-country were in Division I, it was harder for us to compete when other, bigger programs on this campus had to compete at a lower level.

What was the status of the women's teams at UNR?

They competed against other schools, but, like I said, I never saw them. I would see them once in a while in the Old Gym practicing or playing against another team, but I couldn't tell you, for the life of me, who they competed against or what conference they would have been in. Mostly, something would have popped up maybe in the *Sagebrush* saying the girls' team, on this night, is playing in the Old Gym against somebody.

I imagine it was mostly West Coast teams in the Sacramento area would come up and play against us—Sac State and so forth. From my memory it was not much, because there was so little being done with that as far as exposure, promotion, and staffing. There were maybe only a handful of gals that were involved in that whole department—the woman with the office next to mine (she died not too long ago) [Oly Plummer] and Lue Lilly—and they coached too. It was the same girls, the same teams, and the same people, so it wasn't a gigantic staff of people working with the women's sports at that time.

So, you don't remember any sort of scheduling conflicts or anything?

No. It was so tiny. I would usually walk into it by accident. I would be on campus and say, "The lights are on in the Old Gym. What's going on?" I would walk in and say, "Oh, look, it's a basketball game!" or "It's a volleyball game!" I have no idea where on campus softball was being played. It was probably up by what Mackay was on. There probably was a softball field up there, or outside the track stadium, which is now tennis courts, I think. But, once again, I couldn't have told you if there was a softball game being played, or if everybody was going to go see it. We saw football games and basketball games. Everybody came to our winter carnival for skiing. The school always had a big party on campus for Winter Week, so they always connected with our ski program that way.

You mentioned that you had a scholarship. Was that related to sports or was that academic?

It was both. My athletic scholarship was through skiing and track, and it covered books, tuition, and some other small stuff, nothing really big.

One of the sad stories for me was my senior year a boy had been brought up from Las Vegas High School to run track, and they had given him my academic scholarship without me knowing it. I went down to get food stamps, because I was living on Top Ramen and peanut butter, so when I had to fill all the paperwork out for what I was making and what I was getting in school in scholarship, and they had called UNR and found that I had this scholarship.

I thought, "I did?" and I said, "Well, I never got that."

So, they investigated that and found out that Coach Cook had given it to a boy out of Las Vegas, and he spent it all on phone calls. So, I never received the money that was supposed to come to me. I never got it back from the money spent. Dick Trachok got the phone call, and Coach Cook got the phone call, and they all got their wrists slapped, but I never got the money. The boy flunked out of school. Here is the money I was supposed to get because I had this certain GPA, and with no parents in my life and nobody around me, who am I going to tell? So, I wouldn't even have known I had it coming. I had won it through a scholarship award for my GPA from the year before. It was actually in the program, and I read it somewhere and said, "Oh, that's my name, and there's the money." I thought, "What a surprise!" That would have probably fed me for the semester, but I never got it. It made me sad that they felt that it was OK to give my academic scholarship to somebody else.

Was that rectified in following years?

No. It was my senior year, so I wasn't going to get it next year—I was going to graduate. [laughter] I was just sad that that was something that I never got an apology for. In fact, it was the other way around. I actually got yelled at for going down and getting food stamps and getting this thing investigated.

I thought, "I'm starving. I have no family to feed me. I'm on my own. I need to eat. I'm living in this apartment with this other guy. He's eating steak, and I'm eating hot dogs."

If I had only known I had that money. It was sad, the fact that they gave it to this boy, hoping he was going to be some kind of wizard come spring, and he just did horrible in school; he was a 1.50 student. When he left, the whole buzz about it was that I had shaken the tree.

I thought, "You guys, I went down to get food stamps. Everybody here is living with their family. You guys have money, and I don't. I wanted to eat. Is it a shame that I should eat?"

The athletes felt fine about it, but the head coach wasn't too kind to me for a couple weeks. I didn't even get taken to dinner. McDonalds would have actually helped. At that point my mind said, "How many other situations like that were going on where maybe one child had received a scholarship of some sort, and they never tell him that, and they give it to somebody else to bring somebody else into the loop?"

In track and cross-country, there are a lot of kids you never see. If you are a jumper, you jump, and you never see those jumpers; if you are sprinting, you're sprinting. Division was easy on the track team, where you are not all playing the same sport, basically. You are on the same events, but you're not doing the same thing. Sprinters don't hang out with distance runners, and distance runners don't hang out with throwers. How would you know that a kid's on a scholarship that is yours? You never see him. That was kind of a sad thing for me.

What did you study while you were at UNR?

I got my bachelor's degree in 1976 and my master's degree in 1978, both in the same field. Basically, it was physical education and health sciences at the time, and I had a minor in psychology.

How many years were you at Lassen Junior College?

Two years. It's a two-year junior college. I basically transferred over to UNR by being a

junior. I was over credited when I graduated because they didn't have certain classes at UNR, and they didn't accept them. A couple years later they did but I didn't get credit for them. I am over credited in all of my degrees because of the transfer from California to Nevada. I took U.S. History twice because of the Nevada history requirement, so I would sit in that class thinking, "Oh, yes, I've already passed all of those tests." There were other classes that I might have taken and gotten credit for in California—photography, English, math, and sciences—then had to retake here.

Did you immediately start working on your master's after you graduated?

No. I was selected. I graduated with my bachelor's degree, once again being very naive and not even recognizing there were more degrees than one. I got selected by the PE Department because of the way I was as a person, being highly motivated and positive. They chose me for this grad student position, as well as this guy named Loren Cordain, who went on to help the Presidential Fitness Council (President's Council on Physical Fitness and Sports) with the president, and a guy named Mick Ostrander, who was from back East. Loren had told me, "Kevin, they picked you because you can do everything and anything."

I said, "Wow. Thanks, Loren, for that compliment."

Loren was what I called the "Wiz Kid." This kid was a 4.0 student all the way through school. He actually high jumped in track in college. The moment I got chosen I had twenty-four hours notice to go down and take the GRE. [laughter] Of course, it was brain twister for a whole day, going down and taking a test you're not even prepared for. They had already selected me for the position, so I got in on that versus my GRE score. I don't know what my score was—if it was good enough or not to get the position, but I had already been given it by a gift from the department. I was selected because of my motivational skills and positive outlook, and my GPA was 3.76, so it wasn't like it was shabby.

You had mentioned that you had started as an assistant coach of the track team. What year was that?

I was an assistant coach my senior year in college, as well as my next two years 1976 and 1977. I actually ended up head-coaching the men's track program when Coach Cook was on medical leave. I coached that whole season. I assistant-coached for cross-country and track, then I became the head coach for men's and women's skiing, women's cross-country, and then I produced the women's track club.

Before you started coaching, had you really thought a lot about it as a career?

Yes. It was my dream. It always was and always will be. I'm always kind of angry at God about that one, the predicament. [laughter] I think if I had maybe been somewhere else besides UNR I would probably still be coaching. If you look around the room you're thinking, "Why is this guy not coaching someplace?" The amount of information and knowledge I've used to produce Olympians, but yet, I can't coach in my back yard because I'm not part of "the club."

It was always my dream from childhood to the moment I got the position at UNR. I didn't even care, really, about the money. When they said, "Here, you're going to live on \$800 dollars a month," I thought, "No big deal," I had no family. As long as I have a potato in my mouth I'm OK.

I was probably more excited about that job than any job I've ever had in my life. I literally stayed on campus until midnight doing things for the children on the team—calculating every statistic, every minute they ran, every mile they ran, every course they ran; how I can improve them; booking motel rooms for them; finding ways I can get free food from somebody or free tires for my van. It was an endless job that I loved from the moment I got there in the morning until leaving there at midnight; I never wanted to go home. It was a great job. Even this last season I actually signed up on line to become an assistant coach for cross-

country, but I didn't receive a phone call back. [laughter] I'm sure someone saw it and said, "Kevin? Oh no."

They talked about wanting a multi eventer, which I am a national champion in, so I thought I was perfect for this position. I didn't want to be a head coach; I just wanted to be the assistant. "Whatever you're paying, fine." I would love to be coaching at the college level still.

What year did you start doing skiing then?

Skiing and cross-country came at the same time, so I was basically men's and women's head ski coach and women's cross-country head coach at the same time. That was probably in 1977.

What years were you able to get women's cross-country and the women's track club started?

The next fall we had cross-country. I felt it was important to have kids continue, because track and cross-country are connected. With the cross-country team being distance oriented you had all distance kids, but you also had kids coming out for cross-country who were non-athletic that would have fit into what I call quarter-mile and half-mile ability, or maybe even had some field-event ability. I thought, "How cool. Why not put a club together so those kids can continue to train on a year-round basis?"

Unlike high school, where you have a season just ninety days long and then come back and start all over, collegiately you have to pretty much be on your game year round. I thought, "If I don't start that up now we're going to suffer every fall in cross-country, because we have a three-month program, and everybody else in the nation is running year round."

So, I put the program for club together that spring, and the ASUN was just awesome in helping us with a small donation, giving us some money for some gas and a vehicle. We did quite well, and actually there is a trophy around here someplace—the Redlands Invitational Trophy. We went down there with a club team—there must have been twenty-five teams down there of

colleges from all over the place—and won that. That was just a big tickle moment.

So, we set up a lot of girls. I started establishing school records at that time that really weren't official, but they were the best of the best at that time. The kids got excited, of course, and then that's what kind of tricked them into running all summer long, coming back in the fall and being ready for cross-country. The six or seven girls that were on that cross-country program at first were the ones that established that whole flow of wanting to become coaches, becoming athletes, becoming academic wizards. It was those seven girls who were the ones that kind of started that ball rolling of a year-round thinking for women's sports.

When you started coaching, what need for more women's sports did you see?

Well, that was the problem. We had Patty Sheehan and she was the only female golfer we had on campus. How would you even know there was a team, because it was one girl? She went on to become a pro. That money was then given to me to produce a whole cross-country program. I thought it was pretty much absurd when I found out that little piece of information.

For some reason in my fantasy mind I thought that we were given this budget to create a cross-country program. That would have been substantial, to create a whole program, not go from a one-girl program to a seven, nine, or nineteen-girl program. I can not imagine the men's program saying, "OK, the men's cross-country program will be based off of the one male golfer's program." That never would have happened.

That is when it kind of hit me, "My gosh, how am I going to turn a one-girl budget into a nine-girl budget?" That was just bizarre for me. So, I had to become very creative by using my own van as transportation with the one other van we would have from school, and having other people in the community help me by giving gifts: tires for my car or maybe a donation for food.

All of this started showing up because I had been in the community for so long and very active

in Reno and in the Reno Recreation Division. I was very popular and well-known. Everybody liked me because I was a nice person. People had no problem in saying, "Let's give Kevin this." So I was given things, nothing of a substantial amount, but enough so that it would help a little bit.

What sort of things did you have to do to recruit athletes in general, but especially to the new teams that you were creating?

It was very funny because, of course, being given it on a moments notice I didn't have the luxury of all the other coaches who had secretaries and assistant coaches and so forth. I couldn't set up this big recruiting program over the summer to find people. I had to get this team now, so I put this poster up all over campus. Back then it wasn't done on a copier; it was done on lithograph machine, a mimeograph machine. It used this wild blue ink. I still have stuff around here that you would look at and say, "Oh, my gosh, that's so archaic."

I put a poster all over campus that said, "Meet boys, free money, and travel. Meet me at the Lombardi Recreation Building, Room 102." It was set for the middle of the day, maybe three o'clock in the afternoon, and I put them everywhere. I literally put about a hundred of these things all over campus. I was running around everywhere on campus in a pair of running shorts, probably some sort of a tank top, and a clipboard full of these things under my arm. I was scotch taping them everywhere.

Of course, to my excitement, on this momentous day—the meeting is actually going to come—I walk into this room, and there are probably thirty girls in this room, and they have no idea what they are going to be up for.

I turned around to the chalkboard and wrote down, "You have just entered the room of the women's cross-country program."

I got this big sigh of, "Oh, you've got to be kidding me! What's with the free money and boys?"

I said, "Well, if you're athletic, and you're in shape, you're going to meet more boys. Free

money? Sure, if you travel with us, we're going to give you food money."

They said, "Oh? Travel?"

I said, "Sure, we've got to compete against other teams on the West Coast."

So, I hooked them on this pretend thing, but then they found out it was going to be in the UNR women's cross-country program. I'd say that maybe half of those girls did not show up the next day, because they were looking for some sort of party thing or something. In our announcements I had my spiel, and they thought, "Wow, this sounds really interesting." I would say that over two-thirds of the girls that were in there were non-athletes; they were people I had pulled out of an office. I had girls who had been smokers and had been typing on a typewriter for a part-time job as they were going to school. They went from part-time to full-time students just so they could be part of my program.

A lot of those girls graduated with not only honors, but went on to get master's degrees. It really changed all their lives, this original group of girls that was there. Out of the original group I think I only had, probably, two girls that had previous running experience, so even that was more bizarre for me. What I did was take girls from what I call zero to hero in a hurry. We went around with, of course, our store-bought uniforms out of the ASUN, and we trained.

I laugh to this day because oftentimes in the locker room at Lombardi the door in the very front hallway was never closed. It's a long hallway to get in and out of the locker room, so it's always wide open. The girls don't know that when they are in there talking, it can be echoed out into the hallway where I am standing. Oftentimes the "f" word and the "s" word were flying quite frequently because of the kind of workouts I was giving them.

I thought, "If they only really knew what really hard workouts were coming, would they quit tomorrow?" [laughter]

Oftentimes, during the workouts, some girls could not make the designed time to train, so I would stay after school and train with those girls that came later. So, I would actually do a double workout. Hardly anybody knew that I not only ran

with the main group of girls, but I also ran with the girls that came late. What I asked of them I did double myself. Only when we qualified for the national championships did they find out. When we went to Florida I put them all in the hotel room and sat them down and said, "Do you know that I heard every word you guys said in the locker room?" Of course, they all turned eight shades of pink. I said, "Look out the window now, and what do you see? I see a long, huge piece of golf course. It's called the national championship. How do you feel now?"

They thought, "You're right. All the stuff you put us through got us on a plane to go to Florida."

So, from a team of non-athletes that had no chance whatsoever, zero to heroes, they were boarding a plane to go to Florida to a national championship in 1978—the very first season of the women's cross-country program at UNR.

That blew everybody's mind. That's when the whole thing happened. They didn't give me a full team, so they basically set us up for defeat. We had one girl, Jane Belikow, who ran so fast in the first half mile of the course that she exhausted herself and was unable to run the rest of the course. She jog-walked the rest of it, and her score alone was bigger than the rest of the other four girls that scored. Now, if we had brought a sixth or seventh girl like we should have that wouldn't have happened. Our team score would have been much better. We would have done really, really well, if we had had an opportunity to bring the sixth or seventh girl, but the department didn't let me.

It was sad for me, that they did that. It doesn't punish me; I'm going to live to be 100, but it really made the other girls sad, especially when the newspaper article came out. It said, "How to Build a National Power Overnight." It was a full half-page of the newspaper; it had all of the girls' pictures at the top, and, sadly enough, not all of the girls pictured got to go. They should have gone, but they made us only take five.

What was the condition of the women's ski team when you took it over?

There were very few women on the team. I would say, maybe, less than eight. More of the

girls did Nordic versus Alpine. We had a few girls that were downhill, but they were insignificant. They were there, and they had a girl's race when we went, but they were pretty much on their own almost. There was no scholarships for them. They were just on their own. Basically, their boyfriends were on the ski team. [laughter] They were kind of nonexistent. It grew into more of a full girls' team after I left.

Over the years that you were coaching, what were considered to be the major women's sports?

When I was there the major sports were basketball, softball, and volleyball. Those were the only ones you really knew anything about. With me coming on there as a cross-country coach it became the darling program. Everybody thought, "Wow, this is so cool." It became something very exciting because it was something that was new. It wasn't a big recruiting thing; you didn't have to come from some other place. They were obviously

finding out that girls from the office were coming out and running cross-country for us.

My second season we had eighteen or nineteen girls come out. They were all sizes and all shapes. I never said, "No, you can't come out for the team." If you wanted to come out, had desire and passion about it, then I found a spot for you. I created what I called a club team. We had an A team, a B team, and a club team. If you were not a full-time student you still could come out and run with the team and be part of the club team. I had them wear a uniform, and they would come, maybe get in their own car or van, because they were all adults, and they would drive down right behind us. I would get them listed in the competitions, so that they really had a chance and could compete as a club member right up with my girls that were actually on the team. I provided that opportunity for anybody on campus that wanted to compete with us.

Do you remember how much money was in your budget?

How to build a national power overnight

By RAY HAGAR

Coach Kevin Christensen didn't go out of his way to recruit runners for his University of Nevada-Reno women's cross-country team in September. The team was in its first season. He wasn't trying to build a national power overnight.

"I recruited all the runners by putting a note on a bulletin board saying, 'If you're interested in running on the women's cross-country team, please see me.'"

With that kind of a push, Christensen didn't expect a Mary Decker or Joan Benoit to join. He just wanted enough runners to begin a team.

"When we had our first team meeting, I asked them, how many had previous competitive running experience. Two of the 13 that showed up raised their hands. I turned around and muttered to myself, 'It could be a long year.' I was depressed."

"Most of the girls never competed in high school. They were nonathletes at the beginning."

But Christensen's spirits were lifted after each meet. The team always did better than expected. The runners' times over a 5,000-meter course improved by minutes instead of seconds.

"We did so well that I actually went into shock after the races," said Christensen. "My runners would come up to me and ask, 'Coach, hey, are you OK?'"

"I was just so amazed. 'We'd beat somebody new every week.'"

After one early-season meet in which UNR finished in the middle, Christensen got a pleasant surprise from California-Berkeley coach Vern Gambetta.

"He walked up to me and congratulated me on our finish. He said I must be very proud of the team. He's the coach of the top Division I team in the nation, and he told me that in his first season, his team was last in every race."

"What wasn't had coming from the No. 1 coach in the nation."

But Christensen got his biggest thrill two weeks ago, when UNR qualified for the Association of Intercollegiate Athletics for Women national cross-country championships Saturday in Tallahassee, Fla. The qualification came at the AJAA Region II championships. UNR missed winning the region's Division II title by one point, losing to California State-Bakersfield, 46-47.

"It was wet and muddy. Our fifth runner, Michelle Dioguardi, slipped and fell about 200 yards short of the finish line. A girl from Bakersfield then passed her. If we could have just replaced that Bakersfield runner we could have won the meet."

For a first-year team, that finish could be considered close to a miracle.

"I never thought we'd qualify for nationals, not in our first year," he said. "I had planned to in about three years, but not the first season."

Christensen made a big point that all his runners are from Nevada.

"All you here in Nevada kids just aren't going to help us. You have to go across the state line to get help."

"Well, we're all from Nevada and all walk-ons. No one expected them to be in a national championship situation the first season."

Christensen rates UNR as one of the top five teams in a Division II championship field of 27.

Still, he knows Villanova, Baylor, the Air Force Academy and Seattle-Pacific will be strong and more experienced.

A big factor in UNR's rise was the team's willingness to train.

"Some of the girls were running 12 miles a week during the summer, never more than 3 miles at a time. Boy, they thought that was really something; they were really training."

"Now, they're running 45 to 50 miles a week."

Terry Schmidt, a 23-year-old freshman who traveled in Europe before entering college, has been UNR's top runner this season. A Reno High graduate, she ran 18:51.6 at Fresno.

Jill Smith, an 18-year-old freshman from Winnemucca, is the Pack's No. 2 runner, with a best time of 19:30.

Laurie Brantingham, 21, of Carson City, is the No. 3 runner.

"She's the biggest shock of all," said Christensen. "I have never seen anyone improve more than her."

Rhonda Reed, a 21-year-old sophomore from Woomers, is the No. 4 runner. Jane Belikow, the only senior, rounds out the team going to nationals. She is a sister of Anne Belikow, the Pack's all-America swimmer of last year.

Dioguardi, a 21-year-old junior from Las Vegas, and Paula Edgington, the former AAA zone 440 records-holder from Reno, are alternates. Edgington, Dioguardi and Belikow have switched off at the No. 5 spot all season, according to Christensen.

Captain Laura Williams, 21, from Las Vegas, has been the Pack's eighth runner this season, but will not make the trip to nationals.

UNR women to run in national meet

A newspaper article about the women's cross-country team published after the 1978 national championship.

I wish I could remember the exact amount, but it was probably between \$28,000 and \$30,000. I'll bet it was right around there, if that.

Would that have included Patty Sheehan's scholarship?

That was probably scholarship for her, her hotels, food; whatever it was for that one girl, I turned into a whole team.

Is golf an exceptionally expensive sport?

Well, each time you have to pay a green fee. [laughter] I imagine they are not next to Motel 6's, so they probably had to stay in a nicer motel, maybe a Best Western versus, where we stayed, a Motel 6. Maybe some places Patty didn't drive, she had to probably fly. If she made any kind of upper-division meet of some kind, I'm sure she had to fly to Palm Springs or whatever. I'm sure Patty flew a few places.

When you started coaching, who was the athletic director?

When I was coaching we had John Legarza in charge of the women's programs, and Dick Trachok was the head athletic director. Keith Loper was in charge of physical education.

What was the organization of physical education and athletics?

They were separate entities. You had Lombardi Recreation up there with Keith Loper in the Physical Education Department. They had all their staff, which was plenty, and it was mostly male. Even then you had very few females on staff up there, maybe one or two, and everybody else was male. The Athletics Department was down below. The Old Gym at the time was where all the offices were for athletic directors and so forth. When they opened up Lombardi we had other coaches up there. When Jerry Ballew did swimming he was right next door to me, and we had a female dance instructor next to me. There

was another gal, whose name I can't remember still. She had gotten out of athletics and was mostly just teaching PE. They were separate departments. You had crossover because of the boys in the primary sports—football, basketball, and baseball—having to take certain PE courses that were listed as a physical education course for their sport.

Were coaches teaching as well as coaching?

Yes. You were required, I think, to both teach and coach. I had to teach and coach. I even taught Christmas courses for football players. The only coach, I think, that left that system was Jerry Ballew. He had won the national title in swimming and still didn't get the recognition or the funds that he should have gotten for winning a national title. He got kind of flustered with the whole situation and left and started just teaching PE.

What was an average day for you as a coach as well as a professor?

For me it was unusual because I was so young. I was probably the youngest head coach on campus; I was twenty-five years old. Being twenty-five and being a head coach was sort of an oxymoron thing. Normally, you'd think of a coach being this little guy with a cigar butt and a whistle hanging off him yelling, "All right, people, get over here and line up! Give me twenty!" Walking to my classroom at Lombardi Recreation and seeing the stands full of students, and also adults, being ready for the class. Half of my class was filled with adults that were older than me. A boy raised his hand and said, "What should we call you?"

I thought, "Professor? Kevin? Coach? Kev? Everybody calls me KC. I had forgotten all about that."

I said, "Call me coach, Coach KC, whatever you like."

That was funny to think that half my students were older than me, especially in my adult education classes at night or late in the day.

I would start off my day with my classes, then get the girls ready for cross-country, and

then stay there after school. I was a statistic nut. I wanted to find some form of improvement for every girl, no matter how poor they had done, so when they came back the next day, whether it was just one repeat they ran even half a second faster, it was something I would focus on. No one felt they could leave, because they were being loved. I wanted every person to stay and have a positive experience with me.

I would stay until midnight, using what they called a Watts line back then—there was no internet. [laughter] Everything had to be typed by hand, so you were doing all the typing on all the brochures or papers to hand out. You would have to type out all the scheduling on a typewriter, bring it to the mimeograph machine, and run off so many copies. All of my workout programs, motivational things were typed out by hand on an IBM typewriter. The little ball you'd stick in there and tap-tap-tappety-tap. Then I would take that to the sheet and run off all those. I would get permission from Keith Loper, because he would have to check out how much of the paper and so forth, and then off you would go. The office would shut down, and I would stay in my office setting up next season, doing statistics, finding anything I could, like guest speakers to talk to my girls.

I had a guy that had been hit by a car in the parking lot over by the fairground. He was knocked forty feet in the air. He was a track athlete on the men's program, Dave Van Cleeve, and he was a beautiful boy. When my girls thought they had a bad day in cross-country I invited Dave to come up and talk to them. Dave had mentioned to me that he would love to run again, because he was stuck in a wheelchair for the rest of his life. The girls felt very awkward then, saying, "Oh, my gosh, we're complaining about the workout, and this guy in a wheelchair would love to be doing Kevin's workout."

So, he spent half an hour explaining to them how amazing it would be to come out and run with me and the team. He wheeled himself out to the top of the hill—we used to run in back of the medical school on this little ramp up that hill—and he watched them run up. All the girls

that day, of course, ran much faster than they would have before, watching Dave at the top yelling their names to come to the top. So, Dave inspired them because I inspired Dave when he was in college with me as a track athlete. He was a hurdler, and great kid.

So, my day could include anything from getting speakers, paperwork, phone calls, recruiting, checking on grades, setting up things so they could be up on their academics, and pursuing them through what I call a student-athlete loop, rather than an athlete-student loop. I was getting as much competition as I could give them, putting on my own meet for them, got awards for them. [laughter] I was really busy because I was by myself.

Then, of course, I went right from cross-country to skiing, so you had skiing with men's and women's ski equipment to get a hold of. I had a company called Hexcel Skis give us skis; Solomon would give us boots and bindings. I had a lot of equipment donated for the ski team.

There wasn't enough scholarship money to give scholarships to both of the full teams, so I gave partial scholarships to the A team, and then the B team was given equipment, and they would stay here locally. When I took my A team, say, to Colorado, my B team would stay here and compete in the Sierras against the Cal Berkeley ski team and UCLA's ski team. I'm thinking, "Do you practice on the sand? How hard is it going to be to beat these guys who are skiing where? At Boreal Ridge maybe?" My B team would stay here and win the championship, of some sort, and the A-team would go and compete at a higher level with all of the Division I schools, which were Colorado State and all of those guys, the "big dogs."

I would tell my kids, "Yeah, yeah, I'm well aware that there are no Americans on that team—they are all Scandinavian. Buck up! All named Thor and Sven and Iverson."

I still found ways to get equipment for my B team. I was always hustling, making phone calls, trying to get someone to be a sponsor. I was busy. They were long days; most of the time I would go home at about eleven o'clock at night.

Do you remember what sort of salary you had at that point?

My very first salary was ten grand for the year, so I lived off of a little less than eight hundred dollars a month, which was teeny-weeny. I lived in a little one-room apartment that had a couch that turned into a bed and a bathroom that you could put your elbow on one door and literally almost open the front door. It was a box, a little basement thing that this gal had rented out for me. It was very small. I lived on nothing. My second year salary I guess was twelve grand, which was, of course, the same amount as Chris Ault's Christmas bonus. [laughter] I thought, "Wow, my whole salary for the year he just got for Christmas. Could you just give that to me? At least my salary would become twenty-four thousand." No, I got three hundred dollars for Christmas, but that was still big for me.

What classes did you teach?

I taught ski conditioning, trampoline, regular conditioning, and I also produced the very first orienteering class. I was the very first person to bring orienteering to Nevada. When you walk into a park today, and you see those little exercise stations, that's orienteering. I brought that from over in Europe. When I competed in Europe I saw these all over in the parks, and I thought, "How cool—we should have it in America." Sears was going to come on board, and they did later, but we had the Buildings and Grounds Department help me put that together. There are still remnants on campus, but you wouldn't know where they are, and you wouldn't recognize what those pieces are, but they are still there.

I still have a newspaper article that you can look at about it. It was actually a PE class, so we had these stations you would walk and do these exercises on—pull-ups, push-ups, hop the log. It was quite cool, and it was all donated through the community, these pieces and logs, and Buildings and Grounds helped us put it all together. It was a big course.

I still have the blueprints. I wanted it to be through campus, so kids coming out of class

would see a bunch of people doing these things in front of them down by the quad or something. But they put it more out around Fleischmann Planetarium, the stadium, down in what is now the tennis court area, and also the baseball stadium. The whole thing was up in those areas, and it was about a four-mile course. It was pretty cool.

What were the PE classes like? Who was taking them?

They were popular, I guess, because of the energy flow. When they found out they could take the ski conditioning class, even though they weren't part of the ski team, that caught on. That's when Keith Loper said, "Do you mind if I add more kids to the class?"

I said, "Sure," and it became bizarro land, because I went out to my ski conditioning class, and there were sixty to seventy kids sitting out there. I did try two-ball soccer, which is a really big "no." [laughter] I thought, "Look at all these kids. What if I put two soccer balls out at the same time, and we play soccer with two balls?"

The problem with that is you are running after one ball, and the other ball is coming where? [big clap] "Oh, I didn't see that one!" I did a lot of inventive PE, being a new coach and a new teacher. Some stuff was very awesome and some stuff, obviously, failed. I was constantly coming up with some new, innovative ways to have fun and have people be exercising.

What was expected of you as a physical education teacher?

The expectation, I think, was just that you were successful. You had a class with less deterioration and had kids actually get through it. Most PE classes were pass/fail. Some were graded, and some were not. You would have kids being put in there just to get a pass/fail mark or something of that sort. I strived to be positive and not be lazy. It wasn't a problem for me. [laughter] I was highly motivated and highly active, so I was quite popular with my classes.

There was one PE class, the pre-conditioning ski team class, with seventy kids. One of the drills was to start off with our backs up against the stadium stand. When we spread out seventy kids along the stadium stand at the time, there was too many, so I put them in lines in the lanes on the track, and I made them do this squat with their arms out, as if they were leaning up against the wall. I would yell the word "ski team," and they would hit that position. I'd hold them there anywhere between five to ten seconds, sometimes longer if I wanted to, and then I would blow the whistle for them to stand back up.

This became a normal drill for us during the class, and I would maybe do it two or three times when they were not paying attention, or they were goofing around. Once I yelled the word "ski team," they would have to hit the position, and that would get them back into order.

I was walking down through campus one day, going to get something done, probably paperwork. My office was up by Lombardi but the athletic director people were down by the Old Gym, so I constantly had to run back and forth. I probably ran fifteen miles a day just by doing that.

I was running through campus, and I came up with this wild idea to go to the middle of the quad area where the Jot Travis Student Union was, and as the kids came out of class with the bell ringing I yelled the word "ski team" at the top of my lungs. Sure enough, half a dozen kids dropped their books and hit the position. That's what started it. I thought, "Ooh, that was fun," and I blew my whistle.

They all got up and said, "Hey coach, how're you doing? That was awesome! I'll see you tomorrow."

"Oh, see you tomorrow."

So, I came down the next day and did the same thing. It took about two weeks for this thing to catch on, where I literally went down to the middle of campus, yelled the word "ski team," and not only the ski-team kids started doing the position, but the students themselves started dropping down into this squatting position. Then I would clap, and that would be the end of it. They would all get up and yell, "Yay, ski team!" and off

to class they would go. I knew they had to get to class, so I would hold them in position for seven to eight seconds, mostly to let the kids get noticed and be able to talk about being part of the team. It created interest for other kids to come out and want to be a part of this feeling.

We came up to the football stadium one day to do our seventy-kid drill there, and in the middle of the field, of course, was the football team training. We're in the same season. I'm in the fall season for practice, but the football team is getting ready for their game season. I yelled the words "ski team" and a good six or seven kids on the football team hit the position that we had been hitting on campus all day. Their head coach then got very violent and told them they aren't part of the ski team. All kinds of words are flying, and the kids are going crazy. My kids are trying to look at everything, and I had to tell them, "Please, pay attention, look forward, and do not watch what is going on over there." [laughter] The football players felt bad that they couldn't participate in this unique feeling.

Then I was, of course, brought down to Coach Ault's office and was asked what I was doing and how I did that. I told him it was purely by chance, a love thing; that the kids loved me and they wanted to do it. It was motivation. It was just as much their idea as it was mine. It was functional, and the kids liked it. I told him I was sad that his football players can't participate, but they certainly wanted to. I also said we would continue to do this regardless of the shared area that we are playing at. We did the rest of the season, and the football players would give us the thumbs up, but they couldn't drop into position, or they would get in trouble. [laughter]

What kind of person was John Legarza? How did he support women's athletics?

John was the women's athletics director and the golf coach. One of his best friends actually was my track coach, Jack Cook. They were good friends. He was somebody I never really talked much to, though I saw him around. I'm sure he was busy with his golf program and his classes,

and the only time I ever saw him was when he relieved me of my job. [laughter]

What year was that?

I would say probably 1980. I had the job two years.

What was the athletics director in the department doing to support women's athletics?

That is kind of a big cloud for me. Like I said, my initial feeling was—being very naïve at the time, with no adults in my life—I never once figured that there would have been some sort of separation between men and women in equality. I never would have imagined there was such a huge difference. My brain thought that whatever the boys got, why wouldn't the women? If you had a men's athletic director, there certainly was a women's. I'm sure that my mind at the time thought that there should be equality. If they produced this program, hired coaches, why wasn't it across the board?

Obviously, you have to laugh when you think that I made it on an \$800-dollar-a-month budget for myself, when the football coach was making \$185,000. [laughter] Bizarre. It's absolutely ludicrous. I never realized that until one day when the *Reno Gazette-Journal* actually published the salaries of all the coaches on campus. It wasn't until the next day when everybody said, "Gee Kev, wow! Ooh! We're sorry. We should never give you a bad time. How are you making it?"

Well, I lived on nothing my whole life, nearly starved to death twice, so having peanut butter and Top Ramen is way better than dying. There was my salary, being the lowest on the totem pole, and I was coaching basically three sports. I thought, "Wow, I'm literally being paid nothing."

That was kind of bizarre for me, and that really didn't even come into reality until later in my adulthood, when I was way gone out of the system. Why was there no scholarships? Why weren't budgets created for these programs ahead of time? Why wouldn't there have been enough funds to cover a full team versus a one-girl program? That

was upsetting, to find out that you don't have the funds, you're not going to have this, and you're not going to have that. I was thinking, "Why don't you guys just wait?"

Why couldn't they have just waited, say, a year and gotten the money together, and then said, "OK, we've got a budget for ten girls"

But for me, it didn't really matter. Emotionally, I was locked into it, passionate about it, and loved the kids the moment I saw them. I was sold because of that. My dream of being a part of something like that was a lifelong dream, so that wasn't going to deter me. If they had given me a piece of bread, I would have loved to have that. I really would have. I had no idea that there would have been such a huge separation in finances from the salaries to the budgets—it was just an unbelievable difference.

Even out of my own pocket, out of the eight hundred dollars I was given, I used a portion of that to help the girls. You are only given so much money for food on travel trips. I certainly didn't want them to starve. Rather than giving the girls ten dollars I would give them five, or we would find a buffet, so we *all* could eat, versus having four girls eat, and the rest of us sitting there thinking, "I wish I could eat."

I asked the girls if it would be OK if we all shared it, versus having five girls be fed on that budget? The answer was yes because they actually all loved each other, and they all wanted to have a fair game for everybody else. They were very keen on making it fair for everybody on the team.

There was a man named Ben Miller, who owned, I think, the Bonanza Casino. He donated tires to my van, and he may have dropped off food of some sort to us. He ran track and competed with me in the summer. He is a generous guy in the community. He's a big Wolf Pack supporter and has given money to the Wolf Pack before for other sports.

While you were coaching who were some of the other coaches on campus at that time?

We had Coach Ault as the football coach, and he had Tommy Reed as an assistant coach. They

had a whole staff of people for football; there must have been a staff of eight to twelve guys. You had defensive coordinators, recruiters, and just a ton of people. Jack Cook was still there coaching the men's programs for cross-country and track. We had Jerry Ballew, who was probably just on the way out from swimming. The baseball coach was Coach Powers. He might have been there at the time. The basketball coach eludes me, because there were probably three or four there during the time I was there—that's how fast they went. Coach Padget, maybe, and his son Pete Padget were there. He played for us when I was there. That is all that rings a bell.

Outside of the Athletics Department, how would you rate the support for women's athletics overall?

Real tiny, insignificant, and neglected. Their energy wasn't in that; it was always going to be the primary sports, especially football. If you think about Nevada sports through a community view, I think most people think the only team on campus is football. They see it everywhere on our posters and boards. When Coach Johnson was here, when he took the basketball team to the final sixteen, that opened up basketball on a higher level. Eventually, he said "Well, if my salary can't match the football coach's, I'm leaving." Of course, he left. Now he is coaching at Stanford. Cool, a step up.

I think it would be nice if the community would come in and look at the fact that football is not the only team in town. If it's a school it should be a school for all sport. My ideal is an Olympic ideal. I don't go watch the Olympics just to watch one swimmer. I want to watch gymnastics, rhythmic gymnastics, the skiers, the rowers, the divers, and the track athletes. If you go to UNR, and you're an athlete and a student, and you're doing well in both, we should recognize that.

It shouldn't be just saying, "Well, if you don't play football, then you're a nobody." In reality, a lot of kids on football don't play—they practice, but they don't play. For all of the other sports, most of the kids on the team play. They hardly ever sit the bench. Maybe in basketball they might sit the

bench a little bit, but everybody else is in constant contact with their sport the moment they arrive on campus. They don't get a chance to sit out and have someone play for them; they have to play the moment they get there. When that gun goes off for cross-country, the whole team runs the 5K. When track comes up you are either running, jumping, or throwing—there is no substitute for you. You are going to run the event completely.

I just popped on the website for cross-country and saw they did pretty well at the regional meet. All those girls that come out to participate don't get to say, "Well, I'm the third girl deep. I get a scholarship, so I don't have to run this year."

It's mostly football that has that luxury to have kids three deep on a scholarship that don't play. They have the money for that, versus not having even enough money for kids that are participating right away and keeping academic standards at a high level. They are still not even being recognized on the news or through the newspaper; you don't even hear about them—they're invisible.

For the teams that you were coaching, what did the Athletics Department expect of you?

I never really knew. I was basically just thrown out there to the wolves. They said, "Here is your budget, Kevin. You've coached with us as an assistant coach, so you obviously know what to do. You're bright. Go for it." So, I never really got called in to do anything. I would be down there to get papers signed, to get the truck, the car, or the gas card, or my money allowance for the kids for their food. I had very little contact with anybody as far as day to day, week to week, or month to month. I basically was just told, "Go get it, go do your thing." There was very little connection with the Athletics Department that way; I was just on my own.

Did they care whether your teams were competitive or not?

I wished I knew that; I wished I knew what they were feeling or expecting. I think the only word I ever got from Coach Trachok was when

he said, “We wouldn’t have given you the job if we didn’t expect you to win.” Now, of course, that was the week before he let me go.

I thought, “I’ve done that and more with kids off the campus without money, recruiting, or stars.” These were secretaries; these were kids sitting in a classroom bored to death listening to history—that’s my team.

I had to kind of chuckle thinking, “Well, if you were expecting me to have this wonderful, high-quality team you think you would have prepped out ahead of time. You would have spent a year and a half selecting things to go into that program, setting up where we were going to have the locker room.” We didn’t really have a locker room, where all the other teams had this special place they went to, and they had their locker with their name on it. They had this training area and that training area. We were told, “OK, girls, how many people have a PE locker in Lombardi? OK, well, you need to get one.”

The support for the team was that they knew they had a very competent person, a highly motivated person, a very passionate person to coach. I had done it with the men’s programs as the assistant coach. In fact, when I took over the head job for Coach Cook when he was sick, I had done a marvelous job with that. They thought, “Give this kid a pair of wings—he’s flying.” I really had no other connection with the administration, except for the week I left, and that was it. Expectations? No.

With what you had were you able to build competitive teams?

Absolutely. That is what shocked everyone, the fact that when that happened they were not expecting it to happen. They were thinking it would be maybe three or four years of build up, before we would have this team thing set up, to where we’re competing, and heading for a title. So, you can imagine, to the awe of all of them, when the newspaper article, “How to Build a National Power Overnight,” shows up. They were saying, “Whoa! Where did this come from? How did he do that? How did he get these ragamuffin

kids to come out and head towards a national championship his first season without uniforms?”

We didn’t even have uniforms—no sweats, nothing that said UNR. The kids are buying their own shoes; we had kids with crossover training shoes. We had nothing. It shocked the community, it shocked the school, it shocked the administration, and it shocked the kids on our team, that they were even able to accomplish that.

They were driven through my own drive; I would not let them fail. At the awards banquet afterwards, they said, “Look, what you have done. You have created history in this school that can never be repeated ever again.” We took a one-girl budget for a very famous golfer, and turned a bunch of ragamuffin kids into kids who went on to graduate with master’s degrees and honors. To get on a plane to a national championship your very first season in the school’s history, that’s *huge*. And we did it with nothing.

How much more do you feel like you could have done had you had a decent budget and support?

That was the weirdness of it, because they were so mad that we had made it to the nationals. They had to fly us—we couldn’t drive there; it would have taken weeks. It cost us more to get us to nationals, than our whole season did. That is why they made us only take five.

I said, “Please, let the parents pay for the tickets for the other two girls.”

They said, “No.”

I thought, “Oh, my God, they are setting me up for failure. They are wanting me to lose, because they are mad that I made it this far in a season.” Other teams that had been well established and well supported financially were not making it to their national championships, and here I had done it out of nowhere.

To fly all five girls and myself, put us in a hotel in Florida, feed us, and pay the entry fee, cost us more than our whole season had cost us. They had to come up with that money; they were not expecting me to come up with it. They had the attitude of “How are we going to come up with another \$25,000, when it wasn’t put in

the budget, to go to a national championship for five girls and a coach?" It wasn't built into the budget, so they were mad that they had to spend the money to send us. To punish me, they let us send five rather than seven. That is a bruise on that whole system.

I pleaded with them. The parents cried; the girls cried. It was a horrible week for me—I wanted to die. I would have given all my money, or sold my car—it didn't matter—to take seven girls.

They said, "No. If two more girls show up there, you are fired the next day."

I said, "Every team in the nation is coming with seven girls. We are the only team in the entire nation at this cross-country meet with five girls. The only one."

They said, "Too bad."

I was sickened by that. That was a sad day. They were shocked that we had done that well, and had gone from zero to hero in such a quick bit of time with nothing. It seemed impossible. You see a picture of these girls, and you'll say, "Those are your girl cross-country runners. How did they do that?"

I'll say, "How did they do that? How *did* they do that? It's an absolute miracle. How did they do that?"

People see the picture and say, "None of them even look like a runner."

I'll say, "Exactly. One, maybe, that girl, Terry Schmidt. They had the hearts of lions, minds of geniuses. *Desire* has got them there; pure desire got them there."

This whole team unity thing just glued them. They were going to do it over no matter what they got there, and they did it. It was amazing.

How well was men's track and cross-country supported?

They had been there a long time, maybe since way back in the 1960s, because even Dick Trachok and Dick Dankworth had been track coaches. Those were well-established programs when they hired Jack Cook. He was a top junior college coach, so when they brought him to UNR he already knew his game. He already had been recruiting kids from

around the world, so he brought in world-class athletes.

That kind of a system was never going to fail. UNR was always going to have great conference championships where they sent at least half a dozen kids out to the national championship. All our local conference titles we won pretty much every year in the conference.

Our girls' and boys' teams never connected, because we trained at different times of the day. Our girls never saw them, they never saw us, and we were never in the same avenue as far as competition. The track club itself was a club, so that was different.

Men's cross-country was well established; they would be off somewhere else, and we would never be at the same meet they were at. The only place we would even be close to that would be the Stanford Invitational. We were probably there at the same time, but I didn't really see them down there. I was totally involved with my girls, versus wondering what the boys were doing. I was a part of men's cross-country at one point in time, but I was so involved with my girls that you couldn't have torn me away from them.

Do you feel that there is less prestige in coaching a women's sport?

I think that will always be part of it. I think that they had to find ways to get women in sport to then go on to coach women's sports. At the time, there were so few sports for women to begin with. We were having a hard time finding women to coach women's sports.

I've always said that it changed my life, because the feminine part of every male that exists from their mother can be nurtured through becoming more attuned to a woman's needs. I've been very self-sufficient all of my life, so I've become more of a mom and a dad to my girls. I wasn't going to be this bully with a watch and a cigar butt. I really wanted to become more of a total parent to my girls. I literally had to key in on their femininity from the very first time we had a road trip. Some girl was on her period, and I was thinking, "I never thought about that. Oh, my gosh." That was unusual.



Cross-country team members (left to right) Laurie Bissett, Jane Belikow, Michele Diogaurdi, Terry Schmidt, Laurie Brantingham, Jill Smith, Lisa Afdermaur, and Debbie Rudolph (kneeling).

The whole nine yards of the feminine anatomy just came into the light. I realized they had such different physical needs—having girls pass out in my arms and peeing on me, taking her right into a girls' shower shouting, "Everybody out! Call 911!" It's me that is loving them and handling them, and making sure they would be OK by the time I get to the hospital.

That changed my perspective, and I've always wished my whole life, even before I coached at UNR, to coach a women's Olympic track and field team. It was always my wish, because the uniqueness of a woman's body and having events that are so new for women right now. I predicted they would have women's triple jump, pole vault, and decathlon.

When I was in college, there was no such thing as a women's heptathlete except at the Olympic level. There was no such thing as a

woman pole-vaulter, and now we've got tons of them. There was no such thing as female triple jumpers, and we've got tons of them now, too. All these things I predicted were going to happen. I thought, "This would be the way to go, because that was the wave of the future."

Again, it's an Olympic-level thinking versus collegiate-level thinking. I had girls in high school and college that I hoped would go on to become Olympians. I was always more happy to have coached them because of their demeanor. The good old boy club, what I call the "macho" or the "man-chick," is often times harder to coach. You have to be almost as good as them physically for them to accept you. Oftentimes I had to match up to a man, head to head, in order for him to respect me. A woman never had to say, "Well, Kevin, if you don't do it, I'm not going to do it." That never

came into play, and most often, all my girls were below me physically anyway. I said if a female could catch me, she would be an Olympian.

And that gave them an achievable goal. I'd say, "I'm older than you. Catch me, and you're going to go."

Every female that caught me and surpassed me became an Olympian. I said, "You're as good as me on a world level and one of the best females on the planet."

They would say, "Wow, you're right, I am."

If I was a female, I'd be winning gold medals. I thought it was much harder of an opportunity for a male to make it at that level, where the opportunity for women was huge at the time. The sport was so new for women in our country that the opportunity was huge to produce Olympic women, collegiate women, and national-level women. So, that is really where my passion was. I thought it would be easier for me to coach women than men, because of their mentality and the opportunity.

Do you feel that in the college system there is a tier system with sports between "revenue" sports and "non-revenue" sports?

Yes, and especially in our culture. If you wiped out football in America it would change everything. You go live in Europe, and you say, "Football? Isn't that soccer?" Soccer is no more important than track, or swimming, or whatever over there. The world is completely different than America.

There is a hierarchy of football being at the top of the food chain. There are kids who think they're going to make it to the NFL or the AFC and have a million dollars contract. Basketball comes right behind them. In fact, we look at the uniforms for basketball, and they were regular shorts and a tank top, and now you've got this pants style down to your knees.

The clothing wear has changed our culture to emulate football and basketball players. Gangs wear football and basketball uniforms that are oversized. No one is walking around in track outfits, or soccer or baseball outfits.

Even our culture is obsessed with the football and basketball mentality, down to day to day clothing for kids and adults. It is a hierarchy of that all the way down to the minor sports, which are insignificant except during an Olympic year, when America has to buck up and compete against the rest of the world. We come home from the Olympics saying, "We got our butts kicked!"

All our focus is on football. I always felt that Nevada would have been a great place to develop Olympic athletes, because our weather year round is pretty cool. You would have Olympic skiers, Olympic track and field athletes, and Olympic swimmers. You could have all of these amazing Olympic-level athletes here.

Football is not an Olympic sport, but you would host them all up here at the university if they actually made a stadium. The swimming complex is awesome; the track would be an awesome facility. There is a hierarchy of, I think, football, basketball, baseball, and then everybody else. That bottom part could shift anywhere if a team does well. If a smaller team wins a national title, they are noticed. Only then and there do they actually get noticed, though, because someone had to send something to the newspaper that said, "Our girls just won a national title!" I've never heard those words yet in football since I've been here, since 1973. Basketball, not yet. But they have won it in other things.

While you were coaching, was anyone ever hired or brought in to pick up one of the many sports that you were coaching?

Yes. When I was released, they weren't able to hire the women's basketball coach at the current salary, so they gave her my salary of \$10,000, to have her coach basketball and cross-country. That failed horribly, because she wasn't there for more than about a year and a half. She quit because she didn't want to do anything with the cross-country program. She just wanted to coach basketball. The girls noticed that, and they failed miserably. The season was a big zero, a dud. So, that didn't work out.

Yet, is Coach Ault coaching swimming? Does Coach Fox coach tennis? No. So, why would they want a women's basketball coach to coach cross-country or track or anything else besides basketball? And she didn't want to. The "two birds with one stone" thing didn't work out well for them, and it also took me out of the picture.

What was the state of the men's cross-country program when you started working at UNR?

Men's cross-country was a Division I program under Coach Cook, and a variety of people have been assistant coaches, including myself. We competed against all the larger colleges on the West Coast. We actually qualified for these larger championships and got the chance to go to the national championships, all in Division I. It was a really good program. You had maybe eighteen to twenty guys out for the team. You had full scholarship guys to guys getting just books or tuition or even a meal. It was all spread out, but mostly the Olympians got all the big stuff, and then it trickled on down to regular guys. [laughter]

I was an assistant coach first for the boys' program and then took over as a head coach for track when Coach Cook was sick with some medical problems. He had some surgeries, so I took over for one semester as a head coach.

How many athletes do you remember being on a full-ride scholarship?

If you ran cross-country, you probably also ran track. The top guys on the team—Domingo Tibaduiza and Hans Menet—were four-time Olympians. I would say maybe six or seven guys got full-ride scholarships where they had meals and were given money for housing, books, and tuition. It was not quite like a football full-ride scholarship, but it was full ride compared to what we would have.

What year was it that you first became assistant coach?

The assistant coach position was 1976-1977. The kids who came on as freshmen, sophomores,

and juniors would now be under me as a coach. It was never a problem, because the only award that was given to me that was really an amazing award—and the one I wanted to get the most—was to be the most inspirational person. On the wall of the Old Gym were the awards for track and cross-country. I knew that with the amount of Olympians on the team the chance of becoming the most outstanding athlete there was going to be really difficult, but with the inspiration award I thought, "Even Olympians need inspiration."

That was something I was shooting for, and I won that every year, in both track and cross-country, that I was at UNR. I became the motivator and inspirator, so that is where my power came from. It didn't matter that I transferred from athlete to coach—they all saw me still as that person that inspired them. It was easy for me to transfer from an athlete to coach in that position.

Do you remember dealing with the NCAA when they came in and took over the running of the collegiate championships for women's athletics?

That hadn't quite happened yet. There was still the AIAW (Association for Intercollegiate Athletics for Women) when I was there. The NCAA for women didn't happen until down the road, I think, after I was gone, in the 1980s.

Was it tricky having to juggle dealing with the men's teams and the NCAA requirements and then doing the women's teams with the AIAW?

No, because I was working up to midnight, and it would prompt me to read things, look at things, and then connect. Some rules were just smaller and different, but not to a point where it would be something totally abstract, where you would go, "What the heck?" It was pretty clear cut.

The women's rules were a little different because of scholarships, but it wasn't something I was dealing with anyway. It wasn't like I had to make sure a certain percentage of the kids had scholarships or not. There was really a whole lot of nothing. I had maybe one half, kind of a

scholarship to give anybody. Everything else I got through community involvement.

The men's ski program was Division I NCAA stuff, and girls cross-country was under the AIAW, and, of course, the track club in the spring was just club. So, we would compete against college teams and other club teams that would show up at these big meets.

Were you regulated by either the NCAA or the AIAW on how many students you could carry on your team?

No. I didn't have any kind of pressure. In my mind I was to build the program, so knowing we had the zero-to-hero concept, the more girls that came out the better the chances of a percentage of them becoming good athletes. That was my theory. I looked for anyone on campus that might be athletic or fit or conditioned, because there was nothing there prior. There wasn't any kind of a program that you were coming into that had been there for fifteen years, like there would have been with the men's program. You had Olympians down to walk-ons with the men's teams, where our whole team was walk-ons. [laughter] No one was from out of state, and no one was from other places. They were all right there from the campus of UNR.

When you started coaching skiing and women's cross-country were you still also doing men's cross-country?

I was assisting a little bit, but when I got the full-time job with women's cross-country I kind of let that go. Coach Cook still wanted me to do certain things for the men because I filled a void that he didn't have. He was a great recruiter, and he knew information and workouts, but wasn't so much attached emotionally to the kids. He was just a great businessman for track. He also raced horses and dogs, so humans were pretty much in the same category.

I was the human touch of the team, so when I left the human touch just disappeared. It got to a point where they cried for it. I would even

be invited over to Coach Cook's house when the men had any kind of a party, after a big meet or something. Coach Cook said, "Would you please come, because they need your motivation."

I thought, "Oh, my gosh, I'm still having to handle these kids in that manner." No one really took my spot of the inspirator or motivator for the team. Everyone was pretty much selfish and in their own niche. It was weird that it dissolved that way. I walked out and was inspiring a whole different group of people but was no longer in that group.

He didn't stay there too long after that, and, of course, the men's program faded. He had too many years to handle that kind of a problem. Track was different in that it had all the different areas of track—sprinters, distance runners, throwers, and jumpers. Those kinds of guys tend to group up with each other. My idea was to group up as a team versus just individuals within the individual events.

With the men's program we had an A team, basically, and a B team, and your goal was to try and make the A team. If you did, then you had more chances for scholarship money. The B team had some money trickling down to books and tuition, and were trying to score medals or awards at a smaller meet that we might go to as a B team. We would go to one place on the West Coast while the A team was going somewhere else.

When you were still dealing with men's cross-country, how involved were you in recruiting?

Coach Cook would pretty much do that during the summer and through other athletes that were already on the team. When you had Olympians, you had what they call a pipeline to other places. You would have guys like Domingo Tibaduiza coming out of Colombia, and you had Scandinavians like Bjorn Koch, our javelin thrower, Joergen Eiremo, Lars Welanders, and Christian Flogstad, who was an Olympian in the Munich Olympics. We also had an Arabic connection through Joe Keshmiri and Fred Assef. Coach Cook had talked to their coaches, so that is where he recruited. We also had a pipeline

through the junior college system, which would be out to Susanville and then Lassen GVC [Golden Valley Conference] conference.

There might be kids coming anywhere from Las Vegas where Tom Wysocki came from, to a Reno kid. At that time not too many kids from Reno were that good. The coaches left from that time currently would be Domingo and myself. We are the last of that kind that are now here in the Reno area producing those kinds of athletes to this day.

How did recruiting change for you over the years for women's cross-country?

I did get a chance to make phone calls. We had what they call a Watts line, and I was able to use that at any time. At nighttime I would go to my office and go over result sheets from meets that we went to. I would look at kids from other colleges, get ahold of coaches from other colleges, and start talking about the opportunity for girls to come to UNR and run for us.

At that point I knew that most girls that were really good wouldn't come, but maybe the girl that really wanted a different experience, to move away from home, or come to some other place to go to school, would come. I would basically soft-sell the opportunity to come to a different school and compete here.

I would receive letters from all over, like the one you saw from England. I was listed in what is called a coach's book that is put out every year. I don't know who puts it out, but all of the coaches in the nation show up in a book. My name showed up in this book with phone numbers and the availability for a women's program. Girls would be looking for this Division I opportunity to come and live in another place and compete at that level. So, that also helped by having something published out there.

I gave talks on the Speakers Bureau throughout Northern Nevada, anywhere from here all the way out to Fallon or Elko. I'd go to a school and give a talk about sports, athletics, and my own miniature life history, which was already extraordinary to these kids. I was a

kid from Whittell High School that was small, underweight, not very big, not very fast, and making it all the way to the level that I did. It was kind of the "Rocky" mentality: go up against the champions and win, which I did over and over. They thought, "Wow! If Kevin can do it then, man, I can come and compete." I stayed on that speaker circuit to inspire young local kids to come and try to run for me.

Were you ever able to reach out to a larger pool than just the local kids?

No, because I had such a small budget. [laughter] Whatever I could come up with on my own means—my car, my gas, my time, my \$800 a month—that's what I was capable of doing. Then I had the envy of walking down to the Athletics Department and seeing football with two people that were hired to do just that. You had people doing just that job—bring boys in on a bus, give them a night's hotel room, feed them, and basically wine and dine them. I thought, "Wouldn't that be sweet," but no such thing for my programs. It was purely by word of mouth or by tromping foot on ground and seeking them out.

The internet wasn't available, so I was making phone calls on the Watts line and talking to some kid's parents saying, "You've got to come. It's a great place. We have snow here; we have sunshine, Lake Tahoe, a full campus. It's green in the spring, it's beautiful. We have such and such carnivals and so on. Girls are beautiful here." Anything I could do to hook somebody.

I was dealing with multiple budgets. I had a ski team budget, and it wasn't for the girls' ski team or club, it was just for the boys' ski team, and it wasn't really gigantic. I remember seeing between \$28,000 and \$30,000 for that. If you had to, you would have had to buy equipment with that.

My funny story there is we bought a movie camera, and it was a big, gigantic box kind of camera that you had to put on your shoulder. It probably weighed thirty-five or forty pounds and was a massive thing. You had to carry this big strap around your waist that had a huge power pack

and a gigantic reel-to-reel thing. It was quite the big, exotic thing.

We bought that with our budget so the kids could spend time skiing and then coming back down and watching themselves. This was critical because you are skiing in microseconds of time. You can win a ski meet by less than a human hair. You can squeeze probably fifteen guys into what is called a full second, so you are really winning by just a margin of error. Fewer errors mean more chances of winning. So, we bought this camera in the fall, used it during our ski season, and then put it back in equipment storage. The equipment manager was Robbie Robinson, and I'm sure he is not around anymore, but he took care of all of the equipment in the school. I went back the next fall to get my camera, but it was broken. I thought, "What the heck? How did it get broken?"

Robbie said, "The football team used it."

I said, "Oh? How did it break?"

He said, "It was up on this big tower they designed, and it fell down off the tower, and it broke."

I said, "That's a bummer."

I walked into Chris Ault's office, and I said, "Chris, you guys broke my camera."

"It's not your camera," Chris said. "It's university property."

I said, "Well I did buy it with my budget money, but I can see how you are thinking that."

I turned around, and he said, "Where are you going?"

I said, "I'll be right back."

I went back down to Robbie Robinson and said, "Give me some shoulder pads and some uniforms, and I'd like to have those there, and a couple of helmets." I'm dragging this stuff down the hall making all this clamor and noise.

Chris comes around the corner and says, "What are you doing?"

I said, "I'm just borrowing some university property."

He said, "OK, OK, I'll get the camera fixed."

I said, "I thought you would see it that way."

The camera was obviously ski team property that he broke and didn't want to get fixed. I

couldn't fix it on my little miniature budget, where he could have just fixed it in the snap of a finger. I think he knew that you could only push Kevin so far, because Kevin is always going to try to stand on the right rather than the left. They got it fixed, and we used it the rest of the semester. Football ended up buying some of their own cameras, which was a giant duff on me anyways. All skiing had is a string and a prayer.

For women's cross-country I would have to figure out gas and the vans. You had to spend a certain amount of money for the university vans; it wasn't a free thing. There was a discount rather than using a rental car, but you still had to pay out of the budget for that. Meals, hotels, and entry fees we built into travel and they bought their own uniforms out of the school bookstore. For travel I kind of divided that up to everybody versus the scoring team, which would be seven girls. If fifteen or eighteen girls went everybody got between eight and ten dollars, and the rest of it came out of their own pocket or was their parents' money. We all suffered together. That is basically how we went for both years; there wasn't anything more added from one year to the next.

How long is the cross-country season?

The competitive season starts in late August; you have August, September, October, and November. If you make any kind of championship, and it can even run into the very first week of December. It depends on how well you would do but there might be sub-championships to the big ones.

When did practices start?

Practices for me were actually every day. It goes that way even to this day. I still wake up, walk through my day, and 3:30 is the time for practice. It still rings a bell today, because it's so repetitive. It was the men's time, and our time. I would show up even later than that for them if the girls couldn't make that time because of classes.

Were you able to hold practices over the summer?



Kevin Christensen and members of the cross-country team posing in front of the vans they used for transportation.

I put together all-comers meets. I made ribbons at the local trophy place and had ribbons as deep as I could make them. I bought them for about a penny a piece on a big roll. I allowed any age to come—this was also my recruiting tool—and had kids in the community come, which was a branch off of what they called the Silver State Striders with a guy named Bruce Susong. That was my idea, to have all-comers meets, so I could recruit boys and girls to the university.

All I really had to do was give out a ribbon. I also competed in my own all-comers meet in the 400 meters, which I always ran and won until Neil McIntyre came down from Idaho State and beat me outright. It was just amazing. He went on to set school records at UNR, and he still holds records on the West Coast for yards rather than meters. At the Bruce Jenner Classic he holds the 100-meter-dash record, because it's still a 100-meter dash versus 100 yards.

I would have the girls log their miles; I'd tell them they could run from San Francisco to New York on a map. They would calculate their miles and put those on a map, and they could say, "I ran 400 miles," or "I ran 800 miles." Whatever they ran, they tried to get from East Coast to West Coast.

They were tested their first day of practice to see if they had been running. We would run a time trial the very first day of practice. The ski team would do this as well. To make the ski team my second year you had to run under a six minute mile, and if you didn't you were cut. If you weren't ready for that you were in trouble. We had kids that were whining about that, because they were immediately put on the B team and then given a chance to move up to that position. For cross-country, on the very first day of practice I took the girls out to the track and timed them for two miles. They had to run a twelve-minute two-mile. If they couldn't do that they were put on the B-team.

How long is a cross-country race?

Five thousand meters is the distance of the race they ran, and today they still run five thousand meters. They do run ultimate races that are ten thousand meters, which is about 6.2 miles; five thousand meters is about 3.2 miles. That was the standard distance all the way up to the nationals for both boys and girls—ten thousand for boys and five thousand for girls.

So there was, at some point, a difference between men and women?

I think girls are still running five thousand meters; they do run some races that are four miles and some five-mile races, but most of the time it is five thousand meters.

For the five thousand meters what is considered a good time?

Our girls were constantly trying to run under twenty minutes, and that would give them an opportunity to scoot forward and have a better team chance. A good time would be someone running seventeen minutes for a girl. At under eighteen minutes, you would probably get in the top twenty in a race. We had a couple of girls able to do that, and those are the ones that would actually move on to a higher level. Under seventeen or eighteen minutes would be great.

When you start floating around twenty minutes, you are average, but that is where a lot of the girls are around the nation. You find a ton of girls in colleges running around that, especially at smaller colleges and junior colleges. Twenty minutes would be an average, but at twenty-one and twenty-two they are going to be slow and at the end of the group.

Where would the competition trails be? I realize it is probably different in different areas, but can you give me an example of one?

A good place to run for the university would be up to the big N, and that would be all uphill

pretty much. We actually would time that, and there are a lot of stories behind that.

My ski team also used to run up to there, and one year we put the word "Ski Team" under the big N. I got in trouble for that from Chris Ault, calling me up thinking it was his N. I'm not sure if he owned it or not, but for some reason he thought it was unfair for us to put the word "Ski Team" there. I guess he thought it was a football nation at UNR—no other team existed. [laughter]

My ski team ran up there on their own and put extra rocks below the big N for the words "Ski Team," and it showed up on a TV camera, because they had the big blimp there for a big game. They went over the big N and saw the word "Ski Team," and that is when I got a phone call, "What's going on?!"

I said, "Nothing, it's just where we work out. It's not a big deal." It was a big deal to them, not a big deal to us.

For cross-country, the girls would run up to the big N, we ran out by Verdi, and I had a trail through town. We would warm up for maybe two miles on the track, and then I would actually run ahead of them and take them through places throughout the campus. We would go up around what is now the medical school and Lawlor Events Center, around the track area, and down by the old Manogue High School. I would have courses up Valley Road, so we would have a lot of inclined areas and vertical areas to run.

They would run anywhere from five to eight miles or up to ten miles in a given workout. And we would do repetitive miles. If you go behind the medical school there is actually a paved road there, and we would run repeats up that. They would run 200, 300, or 400 meters uphill. They all hated those workouts, of course, but it made them really tough.

Cross-country races were held anywhere from Walnut Creek, to Berkeley, to the Stanford area, and almost in the Sacramento area. All the meets we went to were pretty much on the West Coast. The only meets we went to that were far away were Washington for the nationals with Terry Schmidt—she went there with me—and then the national championship the first year in Florida.

As a general rule there is supposed to be a one-third flat, one-third uphill, and one-third downhill. It never really quite has that; a lot of times they are run on a golf course. If you have a really big meet in cross-country you will actually see it in pictures, all of these kids are running on top of a golf course, which is really great for the kids. It's cushiony, grassy, fun, scenic, with beautiful trees, just all kinds of stuff—sometimes water hazards.

So, it's really great to see it on a golf course. You've seen pictures of me running out in the middle of the desert on a dirt road with nothing in between, rocks everywhere, thinking, "Oh, man, this is tough on the feet!" It can be anywhere from that to actually ending up on the track, which we had happen in the men's and the women's team. We had the course end up on the track, and they were right in the middle of a football game.

Who were the team's main rivals?

In men's cross-country we had Cal State Irvine, Berkeley, Davis, Fresno State (California State University, Fresno), Boise State, and Idaho State (Idaho State University). Most of the big schools still around competing with us were the ones we had to beat.

Girls cross-country competed against those same teams, but the other teams were far superior. They had full budgets, full scholarships, and just a ton of girls that were great; their worst girl was faster than our best girl. [laughter] I think I got complemented by their coaches who were thinking, "Wow, what a great first year for your kids when not one of them was previously a ranked runner of any kind."

At the time was it difficult for Nevada being next to California? It seems to me that their athletics programs were much more developed by that time.

Yes. There is a term that people use called "Nevada good" which is sort of true and sort of not. It depends on the person's development stages.

In Nevada we do develop football from early ages on, but we don't develop other programs here. You can't find a noted track program in Nevada for kids that want to run track year-round. You can run cross-country, like with the Silver State Striders. We had Mel (Marie) Lawrence go all the way to winning national titles, competing for America's teams a year ago, and she holds the American record in the steeplechase—which I predicted, actually, years before she did it.

So, there are no true programs here, where in California you can find track clubs, track teams, year-round, practically every 150 miles down the road. We don't develop other programs like that in our state. We have seasonal only, which is 90 days, and they are done. We compete against kids in the California side—who are competing year-round in a club system—that are obviously going to end up becoming Olympians.

Having an Olympian out of Nevada in track and field would be purely risk, luck, or by chance because your mom and dad were Olympians. We don't develop that in Nevada, which is a shame because of our weather and availability. It would be awesome to build an Olympic development program and also connect it to high school and college sports that are actually Olympic sports. Football is not an Olympic sport and basketball is an Olympic sport. Track is an Olympic sport, and cross-country is held on a world championship level. We would have more homegrown kids that would be participating in our programs at the college level if we had those in place, but they are not in place.

With the women in the AIAW were there any sorts of conferences?

It wasn't a conference so much as just location. We were on the West Coast, so wherever we wanted to go on the West Coast we could. It didn't matter what the track or cross-country meet was. Whatever we wanted to do, as long as we paid the entry fee, we were good to go.

How many meets a year would you average for cross-country?



Peggy Nelson (left) and Michele Diogaurdi warming up for the TFA-USA Cross County Nationals at Sierra Sage Golf Course.

I'm surprised even now when I go online and look at women's cross-country now, they have so little compared to what I had designed. I wanted the kids to compete pretty much every weekend. I wanted them to have at least eight or nine competitions to not only compete, but to learn. I wanted them to train year-round, in spring, summer, come back in the fall and be ready to go.

That is still somewhat happening now, but I don't think at the level that it should be. I think most of these girls doing track and cross-country leave UNR in the spring, do their own thing over the summer. They stop thinking it's formal or that they can actually stay here in town and participate in something. I've actually offered my own services for that, saying, "Come run with me. I run all year-round." In summer I go to Sparks High School, Reed High School,

or even UNR, if I don't get kicked off the track. [laughter] I'll run practices there in the summer with a variety of adults and kids. I would rarely end up with someone like a UNR girl, but once and a while I find one and say, "Cool! I'm glad you're running with me." They are surprised that some guy my age can out run them, but it's really cool.

Did you have meets here in Reno? How many would you have for both the men's and women's teams?

I put on the very first women's cross-country invitational here. I put them out to all of the schools we competed at, and, of course, no one really came. We had a couple smaller junior college teams show up, and that was about it. We held the national championship here, out at the golf course in Stead.

A lot of people came for that, because it was both male and female national championships.

Of course there have been no home meets because you can't use the track. The stadium is not built for track—it's built for football. They did have an indoor system after I left that Bill Cosby donated. They had an indoor set-up until about a year ago. Now that is gone, so there are no home meets for girls for either track, indoor track, or cross-country. All their competition is away.

What was the travel funding like for men in cross-country?

They did a little bit because they had a little bit bigger budget, but you still had to have two or four guys in a motel room. Food money was given to

the top guys first and then trickled down to the last guy. They maybe even shared meals or brought their own food. Oftentimes, if we didn't get meal money, Coach Cook would give us this brown bag with an apple, a bologna sandwich, and a bag of chips. If you got that you thought, "I'm definitely down on the food chain." Travel was in the school vans and sometimes an extra rental car. We had maybe three or four of the elongated vans and then a rental car.

For both men and women in cross-country, did you ever have trainers or anybody like that who would go with you?

No. The only time we would see a trainer was if a kid was in there very rarely for an injury from



The cross-country team at the TFA-USA Cross Country Nationals on Sierra Sage Golf Course. Top row: Peggy Nelson, Laurie Brantingham, Michele Diogaurdi, Terry Schmidt, Rhonda Reed, and Julie Valentine. Bottom row: Ann Belikow and Kevin Christensen.

falling or something. We might have hamstring pulls or muscle problems. Once in a while, we would need a taped arch for some jumpers in track. Nothing really for the ski team, although a lot of kids had surgery on their knees, but they would go through physical therapy and then join back up with the team. We might use the whirlpool or the ice bath for sore muscles, but we didn't have a whole lot of work for trainers. We had a training box with tape and so forth, the cream analgesic with the hot stuff, but nothing that we really had kids in the training room for very much.

For cross-country where did you spend the majority of your time practicing?

For cross-country for girls most of my time would be at the stadium for warm-up and drills, and then off we would go for the run and come back. The stadium was pretty much where everything happened for me—for the ski team, women's cross-country, and the women's track and field club. Mackay Stadium is pretty much where I spent most of my time.

Can you give me the run down of when you first got involved with the ski team as a coach?

It was 1977 when I started coaching with the ski team. I was on the ski team myself up until 1976. I was never an assistant coach for the ski team; I went right from being on the team to a head coach. Budget wise, it was whatever was left over from Mark Magney, to Clint Montfalcone, to me. I don't think it was more or less from any year to year. Probably it was pretty much a standard amount.

They were having questions on whether to keep the team because Title IX had come in, and they had to decide what teams to cut in order to bring another team in that was female. Skiing was always on the bubble for being cut because it wasn't something that was a revenue sport, and to really ski well we would have to ski in the Rockies. That would mean long drives or flights, which we did end up doing.

I minimized the team into what I call an A team and a B team. I had the A team fly to the Rockies to compete with New Mexico, Colorado State, and Wyoming State—all of the bigger schools that were always winning the national title. So, we were actually going against the best of the best with my A team. The B team would stay here locally and go up to ski at Mt. Rose or Sky Tavern or Boreal Ridge against all the California schools that came up—UCLA, Cal Berkeley, or Cal Davis—which, who knows where they were practicing? My B team would always end up beating whoever came on this section, and my A team would always be struggling to even get a top ten finish with all the top teams that we went against in the Rockies.

The women's club team was just that. They would travel with the B team, or if we were all here on the West Coast with the A and B team they would come with us. We had three or four girls doing Nordic, which was cross-country. They didn't jump, and they did slalom and giant slalom with us, but not downhill or anything like that. Mostly they were girlfriends of guys on the team, or a sister of a guy on the team. They were probably on a high school ski team at some point and came into the program that way. There was really nothing financially for them or uniforms for them. They wore their own gear. It would be more like an unattached person coming down the hill; they were from UNR but not attached.

The ski club for women did exist when you took over?

Yes, and that is what gave me the idea to put together a track club for girls. If that existed, why not get the same mentality from that to run a track club?

Were you coaching the men's team the entire time?

Yes, from 1977 to 1981.

How many scholarships did you have for the men?

For the boys I probably had two of what they called equivalent to full ride. Everybody else I had to get scholarships for them from an academic

standpoint. If they had good academics I could get them something like books or tuition. I got a ton of equipment for both the A and B teams through letters written to local companies in the area—Salomon, Nordica, K2—you name it. Anything in town that was ski related I would call, write a letter, or have my guys get in a suit and tie and walk over there, present a team photo or a small bio on themselves, and then pitch the fact that we'd want to wear their gear at our meet. With these cute little faces looking at them we would hardly ever come back empty; they always came back with something—skis, boots, poles, bindings, something.

How many men did you typically carry on the team?

My biggest team was right around nineteen or twenty guys. That included jumpers, Nordic kids, slalom, giant slalom, and what would be Super G. At an Olympic level it would be known as downhill, but we didn't run downhill in college—it would be like a Super G.

Cross-country would be almost like cross-country running, but it's on skis. It's a skinny ski where the front part of your foot is attached to it at the toe and your heel is free; the binding part is just around the toe. The difficulty of that is you are basically running on skis on the snow.

If you watch the Winter Olympics you'll see these guys doing now on the modern equipment what they call skating on the skis. We couldn't really do that because of the technology at the time.

Nordic skis required you to wax with a Bunsen burner. The type of wax would be determined by taking the temperature of the snow throughout the course with a thermometer. You would put a wax on the ski itself to allow you to grip the snow as you kicked it into the ground real hard, and then when you released the snow the wax would freeze and allow you to glide on the snow. It was really quite technical to get the right waxing effect.

The biggest deal would be to watch other ski teams waxing their ski and get the right wax. Whoever got the right wax were going to do a

better job as a team. It was uphill, downhill, and flats anywhere from five to eight miles of cross-country skiing.

Jumping was anywhere from a small jump to a large jump in some meets. Downhill consisted of slalom and giant slalom. Slalom is a very short course, and you would be able to see that very quickly. Their poles are lined up close together on a very straight path down the mountain. They call it open gates and closed gates. Giant slalom would be more what you see on TV, like a downhill where they are skiing quite a distance and then come to a gate, quite a distance and then coming to a gate, quite a distance and coming to a gate. There are big, sweeping turns in a giant slalom. You are picking up much more speed in a giant slalom, anywhere up to fifty or sixty miles per hour, and you are on a ski. Of course, a small mistake and you are on your keister, and you are off the course.

Skiing is probably the most critical sport on the planet in regards to time. The only thing close to it would maybe be the Formula One cars that are racing, because you could lose by one hundredth of a second. You could lose your ski meet by less than a blink of the eye. If I go, "One one-thousand," I can squeeze twenty athletes in that time frame. That is how critical time is in a speed event like slalom or giant slalom. One mistake by missing a gate, hitting a gate too hard, going too wide around a gate, you will pick up just those fractions of a second, so it could cause you to lose. It is that critical.

Were you ever limited in how many athletes you could carry?

No. We had kids that were recruited in, previous athletes in the program who would have been there prior to my being there. Again, the pipeline was establishing skiing ahead of time. There were also local kids that were in ski teams from high schools. I allowed kids to walk-on and try to prove themselves through my fall training.

In skiing the farther back you are in starting the worse the course would get. You had to be a good skier to have you run off in the beginning,

so the first through fifth skier on the team would get a better course. Past that you had to be a better skier, in general form, to get through the course. You might not have been faster or more technical, so you would end up with what I called “skiing the ruts.” If you were poor you would end up skiing the ruts, trying to prove yourself, and get higher at a starting position.

In Nordic they have what is called a mass start where every athlete takes off at the same time, and you fight to get out in front. The other form is to let every athlete go out in one-minute intervals; one athlete goes out, and a minute later the next athlete goes. You are trying to catch everybody in front of you, and each time you caught somebody you knew you had already made a minute on them. So, there are different kinds of starts in the skiing events.

I remember back during that time age was irrelevant as far as coming out on the team, so you had anywhere from a high school student that was just turning eighteen to men in the program that would have been in their late twenties and possibly even early thirties. I really didn't have that too much on my ski team. I did have boys that were in their mid-twenties maybe, twenty-two to twenty-four, but nothing older than that. The other men's programs had men on the teams that were in their late twenties and thirties.

Would you say that you drew more from local kids?

The ski team was a real mix of kids that were California kids from the Squaw Valley area, where they might have been put through ski team programs or clubs that were competing at what they called the Far West Ski Association, which still exists today. It develops children from early ages, from Olympic level all the way through master's events. We had a lot of kids from that area of Lake Tahoe that came down here, and then we had a few foreign kids. Most of our foreign kids came from Norway in the Nordic area, and we had a few kids from Chile on our alpine team, and some kids from Italy. Not a whole lot of foreign athletes, maybe five to seven kids.

The scholarships and team budget that you had, did that limit how aggressively you could recruit?

Yes. Very little money was ever spent on recruiting. Mostly it was word of mouth or using an existing team member, bringing them in the office, sitting them down, and asking if they knew any good teammates prior to coming here. I would also use the pipeline again—have them call their parents, and those parents would call the coaches, and then we would get that person to call us. Money wasn't really spent except for using the Watts line to recruit.

What was the range of things that you needed to cover with your ski team budget?

Equipment was probably the biggest, and, obviously, a ski team can't practice on snow at Mackay Stadium, so we had to have an area to ski. Even though I was a coach and a teacher at UNR, I had to have a summer job because \$800 a month didn't cut it, so I had a summer job through the Reno Recreation Department. One of the facilities I used to use in Reno Rec was a place called Sky Tavern.

Sky Tavern is where the City of Reno hosts its Junior Ski Program. During the week there would be nobody there. I wrote letters, put on a suit and tie, met with the people, and all we had to do was come up with this insurance policy called a million-dollar insurance policy. We don't pay anything on it, but if something happens then you are covered for the million. We worked that out with the university through the City of Reno, and we were allowed to use Sky Tavern as a practice place.

Otherwise, we would have to go up in the mountains, hike through fresh snow, put bamboo poles in the snow, and ski away between trees, bushes, and rocks. When I got ahold of Sky Tavern we had a ski-lift, a chair, and the kids could ski much more rapidly for free. A guy named Dwayne lived up there at Sky Tavern, and I knew him personally, so he would come out, help us run the lift, and our kids were able to ski and practice right at Sky Tavern.

That was a free thing for the school, so money was then basically spent on travel. We did travel to the Rockies, which was flight. We had to fly eight or nine kids on a plane, plus myself, and pack all their skis. When we got there we would have to get cars big enough to handle all our ski equipment. That was always very dangerous because you were going through snowy, icy areas, and you had more weight on top of the car than you did on the bottom.

We had this gigantic thing we made in the welding shop that had these long iron poles that went up like antennae. You could stack five or six skis on top of each other in one row, and then on the next row was another five or six skis, so the weight of the top of the car was actually heavier than what was inside it. A strong wind comes by, and the truck would fall on its side. We were almost going down the road with a wind sail on top of these vans, from this apparatus we had to carry all the skis.

Not one athlete comes with just one pair of skis; he comes with two or three, depending on his events and the condition of the snow, the flexibility of the ski and so forth. You had poles, gloves, boots, and a variety of skis to bring along with you. Equipment was costly, as well as getting them there: the vans, cars, airplanes, gas, food, and housing.

Oftentimes, we traveled very far, and I would rent a house out rather than a motel, because we had to be there Wednesday through Saturday and travel back on Sunday. We would rent out a house and go to the grocery store to buy food for the whole team rather than go to a restaurant. When we rented these houses they would have pots and pans, and we would really live in a house for four days.

Knowing the fact that they may cut the program out of the NCAA, I wanted to at least have the chance to compete at the top level with the kids I had, so they would have the experience to go against the very best in the nation versus skiing against the kids on the West Coast that my B team could have beaten blindfolded.

We really had to get to the Rockies as much as possible to compete against the very top

schools in the nation: Dartmouth, Wyoming, Colorado State, New Mexico State. All the best schools that were coming would come to those meets. Scandinavians beyond your imagination, gold medalists, silver medalists, two time silver medalists, right there skiing against you, against your kid at UNR.

Imagine our UNR football team playing against an NFL team—that is how we had to ski against Olympic athletes in these big meets. It was just phenomenal. You are having a hard time pronouncing their names past twenty deep on the results sheet, and you would say, “Oh! There’s an American kid!” It was one foreign kid after another, from Italy, Sweden, Denmark, Norway, or Chile.

When did your competitions for skiing start?

We had fall season practice which started the first day of school in August. We went through fall season practice until November, started outdoor competing in December, continued through January, and would be done by the end of February. March was when track started, so I really went from one sport to the other.

What did your daily practices consist of?

Before I got there it was more of a seasonal practice for the kids. They would come to school from summer, do whatever they wanted in the fall. They may take a PE class like conditioning or something, and then they would be on the ski team. I asked Keith Loper, in the department, to put on a ski conditioning class, because that was more in line with my mentality.

This class was so popular not only for my ski team, but for kids in general who wanted to do conditioning, because of the type of training that I did give which was running based. We did what I called “advanced follow the leader” where the leader was me, and I went from Mackay Stadium and then went anywhere in any direction clear to Kings Row in Reno. The kids were following me, and anywhere along the way I might stop. Picture fifty or sixty kids stopping in a park on the way

where I would have them do push-ups, pull-ups, sit-ups, and squat thrusts. I would have everybody pair up in twos doing these crazy types of sit-ups and leap frog—it was just brutal. You can't imagine the things that I invented that people can do with each other that are difficult.

We ran stadium stairs. We would go up by the big N with our ski poles, put bamboo sticks in the dirt, and ran dirt slalom, giant slalom, for reaction, hand upper body movement. We did squats on the track, we ran sprints, we ran in groups, we did multiple plyometrics type of movements, which I was sort of a pioneer on at the time. They were difficult; nothing was easy with the fall practice. That gave the kids a chance to have pre-conditioning that was at an upper level when skiing started.

In skiing you often have to wait for your turn, but in Alpine events you had to wait, wait, wait and finally ski at a maximum level for just seconds and then wait again. In Nordic, you had to be conditioned, because the moment the gun went off you were now skiing all out for the next ten miles.

Conditioning was a big key for me. The kids had to develop a mental imagery of skiing no longer being a seasonal sport. I'd expect you to come out and do something in the spring with me, join the track team with the girls or the boys, or run over the summer and keep a running log. You had to try to get at least a thousand miles over the summer running and be ready come August 28 to run the two mile time trial in less than twelve minutes. If you couldn't do it, you were on the B team. They had to have a more year-round mentality.

Did you ever have a year where you were negatively affected by a late snow?

No, but the snow was always a problem, because the Rockies would get more snow than we would in the Sierras. Again, with the team we had, we could always fly to the Rockies. We would end up going that way for most of our meets if we could. If not, they would always have Boreal Ridge, which was a man-made snow area.

Oftentimes, the meets would be at the same place. It could either be at Sky Tavern or Mt. Rose, which also started making their own snow. All we really needed was one clear pathway of snow to have either slalom or giant slalom down the same face of the mountain. With Nordic, as long as you had six inches of snow, you could run cross-country. You could go over it with a snowmobile, pack it all down, track it, and you're done.

Some girls that ran track came out and did some conditioning with cross-country, but they really were track girls. A girl named Jackie Fulton was one of the girls in the newspaper article from Reed High School, who transferred up there. It was great because it was getting towards the end of cross-country season, and the girls were wanting to know what we were going to do for track. I said, "Let's just see what abilities people have."

Jackie said, "Let's do a relay."

I said, "Against who?"

She said, "I don't know, against somebody."

I said, "Let's do what I call a distance medley."

"What's that coach?"

"It's a quarter mile, a half mile, three quarter mile, and a mile. You can pick anybody you want on the team. Each person can run one of those segments, and I'll run the whole thing against you guys. If you guys win, I'll buy all of you dinner, but if I win, all of you owe me a dinner."

Now, being a starving student/coach/teacher, I thought it would be great if I picked up thirty-four meals out of the deal, not knowing that maybe the team they put against me would be pretty good. Jackie was a sprinter, so they chose Jackie to lead off in the quarter mile and a gal named Peggy Nelson, who is still in the area, to do the half mile—she was probably our best half-miler. Debbie Rudolph was a nationally ranked cross-country athlete from California who had come up, and she chose to do the three laps. Then Terry Schmidt, my top cross-country girl who went to the nationals both years, chose to do the mile part.

We got up there and got ready while the football team was practicing in the midfield. I really didn't pay much attention to them, and they weren't really paying much attention to us. The rest of the girls on the team were there to

cheer the team on, and I thought it was going to be fun and exciting. We got out there and at the last minute they said, "We're going to put Terry Schmidt in for the three laps and have Debbie Rudolph anchor."

I said, "OK, whatever you guys want to do."

We take off in the quarter mile, and Jackie just goes out and blows me away in the first quarter mile. They are out in front of me by about sixty meters by the first lap. I'm a little bit nervous, but I'm thinking, "Well, it's a long race. I better just hang on," because I've got to run the whole two and a half miles by myself.

They handed off to Peggy Nelson. She is now given the baton, and she's putting more distance on me. I'd say at this point now they are close to 100 meters ahead of me. They hand off to Terry Schmidt, and she gets it for three laps, and now they have built their lead up to about 180 meters, almost 200 meters. It seems like I am never going to catch them.

The football team is now taking notice of me going against my team. Each time I came around the finish line for each lap, they would hand off, and they were all cheering for each other, but no one is cheering for me. I'm their coach, yet not one girl was thinking, "Go coach, you can get them!"

In the back of my mind I'm thinking, "Oh my gosh, they have completely sold out. They are all for themselves, and not one of them is cheering me on."

So, I think the boys on the football team recognized it was kind of a male against female contest at that point, where before it was pretty much coach against team. Now, I hear the football players saying, "Go get 'em coach! You can do it! You can do it! Don't give up!"

Terry hands off to Debbie for the mile, and I can see that Debbie is going to pace it out since she has more than a 200-meter lead. I'm thinking, "OK, I've got four laps to crank it on."

The football team has now started to cheer me on, and I've actually got some encouragement from somebody. Now, the team seems to be getting nervous, because as each lap starts to deteriorate I'm getting closer and closer. At the beginning of a race I always told them, "It's never over until the



Terry Schmidt at the 1980 Hayward meet.

finish line." Sure enough, as the second lap went by, I was making more yardage on them, and they didn't have such a big lead.

The third lap comes, and they have about 125 meters on me, but I'm gaining, and they are getting nervous. Debbie has a lap to go; I've got a lap to go, but she is already around the turn. The football team yells, "You've got to go for it, Coach! You've got to go for it!"

I've got about 200 meters left, and they have about 90 meters to the finish line, so I kick into a sprint, and I'm gaining and gaining. As I look down to the finish line I can see the whole team is in horror as they see me coming closer and closer. As it happens, in the very last second of the race I go past the finish line and pass Debbie.

They are completely in horror. They are disappointed and angry and upset, and they don't want to talk to me. I'm thinking, "I can't believe it. I just ran two and a half miles by myself at



Debbie Rudolph at the 1980 Hayward meet.

100 percent, used all I had in my body, and I just beat four of my best females, all of whom had to individually just do one piece of the race."

The football team is actually jumping up and down cheering for me. I turn around and say, "Well, you guys all owe me a meal."

They say, "We don't want to owe you anything."

I said, "Well, what was the deal on that? You guys were in the lead from the beginning all the way until the last meter of the race. That was the only place I was ever leading, the last meter. I told all of you that it's never over until the finish line. You guys are really showing me poor sportsmanship."

They said, "We're sorry coach."

I said, "Well, you guys think about it. The thing was, it was a fair race. It was one against four, and the best four girls were here. Jackie, did you run your best?"

"Yes, I did coach."

"Peggy?"

"Absolutely."

"Debbie? Terry?"

"Yes, coach, we gave 100 percent."

I asked, "What were your times?" And their times were all pretty much their best times individually.

I said, "So, you couldn't have asked much more of the girls that have done their best time. The only problem is that you had me with this mental edge of thinking, 'There is no way I am going to lose.'" I was so determined to beat them. That was a story I often told them during the next season when we would train. I would say, "Girls, do you want to go four against one for free meals?"

They would say, "No, coach, we understand it. You're going to give 100 percent plus to get us."

I said, "Yes, I will die for you guys."

I never got the meals, but I'm certain that if I had lost I would have owed thirty-two meals. [laughter] I couldn't have afforded that. It was an amazing day, because it was a positive thing for the football team that were in the middle of the field watching me. It was the reverse with the girls, where I usually encouraged them. The one time where it was the team against the coach, they weren't so encouraging. It was really funny.

And to have the football team cheering, no less.

Yes. It was about midway through that two and half miles they recognized what was happening, because they could see me struggling. I was never, ever in the lead and it seemed impossible that I was ever going to catch them. In my own mind I thought, "Well, I can run a pretty good three mile, and a good steeplechase was about three thousand meters. I know I'm going to have to really pick up my speed and my endurance capability and not let them get too far ahead."

Each of the girls had different abilities within those races. Jackie was no longer any help once her lap was over, but she and Peggy had given them that good lead, but then it became more of a distance race. After the sprinters were done, it was me against the distance kids. I knew I could outrun them per mile, but I didn't know how much of a lead they would have gotten, and they had just enough to be ahead the whole race, from the beginning until the very last meter. It was just amazing and a lot of fun; that was a great day.

I want to jump back into the ski team. Can you tell me how a typical ski meet works?

It is a split situation in skiing, because you have kids that are Nordic, and they would go off on a cross-country race first. You would go over and get them set up, wax their skis ahead of time, the evening before or early that morning, so they would have the right wax for their skis. They would be off and running six to eight miles of cross-country skiing. Being the only coach you

would get them going and leave the captain there to make sure all of the guys had their deal.

You had a really different mentality between Nordic skiers and Alpine skiers. The "pretty boys" were on the Alpine team; they had to be more catered to and spoiled. The Nordic kids were more rough and tough; you could throw them out in the wilderness, and they could survive off a stick and a rock. The kids had a completely different mental image of what they were going to accomplish.

Some of the kids were combined Nordic, which would be jumpers and cross-country skiers, and some kids that were just straight jumpers. Then you would have the Alpine events, which would be slalom and giant slalom.

You would start with slalom first, a short sprint down the hill on skis. The gates are tighter, and it requires more finesse and quickness on a ski. The speed is not built up as much; they might only be traveling twenty-five to thirty miles per hour. Precise movements are crucial because of the way the snow would start to carve out. A rut would start to form on the course, so the farther back in the heat you would be the harder it would be to maneuver around that rut.

Kids at the beginning loved to be in that position because they would have a clear course; it would all be walked out and booted, as far as packed down snow. The gates are closer together, so you have this in and out, open gates, closed gates. Their reaction speed is very quick.

Mistakes would be made by hitting a gate, catching a pole, or losing an edge, and all of those would be so minute, but it would be enough to take you anywhere from first place to thirtieth. A guy actually wins a slalom race by hundredths of seconds. From first to third could be split by the blink of an eye—that's how precise it is.

Giant slalom is bigger; they are at the top of a hill, and it is more of what they call a miniature downhill. They are traveling anywhere from forty-five to fifty-five miles per hour, and back in the time we didn't really wear helmets. Some kids wore helmets back then, but not everybody; it was mostly just ski hats. Your skis are a little bit different, now. They are a little bit longer, and

you pick up more speed, and there is more tucking involved to gain that speed.

Again, this course has big sweeping turns so it takes more time to get from the top of the hill to the bottom of the hill. At some places, in certain races, you wouldn't be able to see from start to finish. You could go to midcourse and watch them from midcourse down, or from the top to midway. In slalom you would be able to see the whole race from top to bottom. That is the big difference there.

The kids could be good at one and not so much the other. Very few kids would be combined Alpine, which would be like the Mahre brothers (Phil and Steve) at the Olympic level that would be great at both events. A lot of our kids would be more of a specialty—they would be great at

slalom or giant slalom. A boy named Jon Lienert, who was an Olympic development kid, was a really great combined athlete. He also was a great downhiller, so he was a great asset to our team.

We had a kid named Tom Ewald out of Oregon who was a great kid, and he could also do very good combined. We had both Lancaster twins, and one was actually a transfer out of University of New Mexico who came to UNR. We had this set of twins that you could really just interchange almost. In a way you could almost probably cheat the results, but they were really great. They were a good combined brother team and they worked well together. Roger was one of our team captains, and when we went to a Colorado meet he introduced me to his twin brother as a joke—I didn't really know it was his



Kevin Christensen (top left) and the men's ski team.

brother—and we convinced his brother to come and ski for us here at UNR. They had a great team there between Tom Ewald, the Lancaster boys, and Jon Lienert—that was our power group of boys that were Alpine athletes. We had some recruits from the Nordic area, kids with some foreign names.

There was a real difference between the ski coaches, because you had to be in two different areas on the mountain. It was basically a three-day situation, like a Thursday, Friday, and Saturday situation. The Nordic team would go off Thursday, and that way the Alpine team would be going up and getting used to the hill, the ski conditions, the weather conditions, winds, and what the hill looked like. The Nordic kids would be going out and actually competing. Friday the kids that were combined Nordic would possibly be in a relay—a four to six-man relay in cross-country, and then jumping. Friday you would also have Alpine events like the slalom, and then Saturday would be giant slalom or possibly what they called Super GS, a small downhill.

Would the girls' club that you had come to these sorts of meets with the boys?

They went all the time the first year; they were at our local meets, which would be up at the Mt. Rose area, the Heavenly valley area, or anywhere in the Sierra Nevadas, but they didn't travel with us the second year to the Rockies. We just took what I called an elite team there and left my other kids home to ski in the Sierras.

They were kind of invisible unless they had a boyfriend on the team or something like that. They may have found a way to get out there on their own ticket. The Lancasters had a sister who was also a very good skier that was an Olympic development kid, and she would show up at places, because she was the Far West Ski Association's Girl of the Year. She would show up at meets sometimes, but very few showed up the second year I was there.

What were some of the schools that were the big rivals or competitors for UNR?

The biggest schools at the time would mostly be from back East or in the Rockies: Colorado University, CU (Colorado State University, Boulder), Vermont—pretty much any school from the East was a powerhouse. You also had Wyoming and University of New Mexico. I'd have to go through a list, because it was so long ago.

Mostly schools from the East would recruit heavy, and any Division I schools in the Rockies would have had a ski team, and they would have been a powerhouse. Out here, we were the powerhouse, really.

There was never really any competition except out of Anchorage (University of Alaska, Anchorage) with their Nordic teams. They got some really good kids out of that area. The California schools had nothing Alpine wise from there unless you had a kid coming out of Squaw Valley that happened to go to a California school rather than coming here. He would be a kid that would have skied through the Far West Ski Association system, had gone to college at Davis, and then come back up here and skied against us.

You would have about a dozen kids total from other schools that would have been OK but nothing fantastic. Once in a while one kid would show up like that, but very rarely. Out here we pretty much just swept everybody; it was easy to win out here in the Sierras as far as a total team. Kids we would invite from other schools that came out, sure, they were good, but lots of times you found foreign athletes. Most of the kids I had, though, were right out of high school; they were college age, eighteen to twenty-one.

Was the ski team in a conference while you were there?

It was in a conference of some sort, but I can't remember what it was called. We were under the same thing that most of the other sports on campus were, but it really wasn't much of a conference, because all schools didn't have a ski team. That was probably the biggest problem, because they were thinking about phasing it out.

From an NCAA perspective, there were very few schools, nationwide, that had ski teams. The

amount of expense you would have bringing these foreign athletes in was equal to what you were putting out for a football team. You literally had whole teams of foreign athletes for a whole team in some of these schools that were back East, and they were winning title after title.

We went up and skied against some big schools up in Oregon and the Northwest area, but even then, it's rainier up there, so you would have not as many great ski athletes. You had some, but only a few. We did well up there. They had the Crystal Cup Invitational, and we won that when we went up there. Travel twenty hours in a car or van, get out, and still kick their butts.

With the lack of age requirements at the time did that affect Olympic teams and who they were able to have?

The Winter Olympics would be held in the same season, but you would have kids from other countries going back to their country and skiing against us. With half of these kids you could go to the results for the NCAA and see their names, and then see them actually in the Olympics. Even in cross-country.

At the time we had very few Olympians in America that would have been able to even make the world top ten. We had a boy named Bill Koch who was an American Nordic ski athlete and made a top ten finishing, probably for the first time in U.S. history. We had the Mahre twins—they were able to score medals, but just a handful of kids. Billy Kidd was also a medalist. There were just very few Olympians in the winter skiing events, even to this day.

We had a kid in the last Winter Olympics that got a gold medal and a couple of girls out of Squaw Valley that actually medaled. There again, the Bodie Millers are far and few between. Bodie had one good year at the Olympics, but didn't have a second great Olympics.

Most of the foreign athletes would actually just take off. They would systematically set them up, so they would go through four years of college with us, and then all of a sudden they would graduate and go to the Olympics. They would go home

in the summer, do whatever in their summer—maybe go down to Chile to ski since their winter is reversed. They would just show up at the Olympic Games where our kids would now be pushed behind them from an opportunity point of view. They would have less of a chance to be skiing out in front, because their counterparts were put in front of them that were from other countries.

How many meets were typically in a season?

A season would have at least seven to nine competitions. My first year here we only had about four big away meets. The second year was a dual schedule for me. It was really hard for me to try to figure that out. If the kids had a chance to make it to the nationals there was no way they were going to make it by just skiing against the kids here in the Sierra. They would have been feeling like the king of the hill to beat some kid from UC Davis, and I'd say, "Dude, you beat him by four seconds. That's a slaughter."

The only way I could think of for us to be competitive, to show the school that we were competitive, and show results so that the NCAA could see that Nevada was a viable place to send kids to train and get on a team, would be to compete against the best kids in the world at that time. I devised a dual schedule where the Varsity "elite" team trained harder and had to become better. If you slipped up you were going to be put on the B team, so they really were dog-eat-dog to go and get the special treatment to be on a plane the whole season. We were flying to the Rockies pretty much every other week—somewhere in the Colorado area, the New Mexico area. We'd try to qualify as many kids as we could.

Our conference was called the Pacific Association, and there were only so many spots available nationwide for each of these regions. I think there were six or seven Alpine events that you could send kids to and probably four West Coast Nationals spots available for Nordic. We pretty much would always take all of those spots in Alpine and almost all the Nordic spots.

Once in a while a kid from Anchorage would make it in Nordic or in jumping, so we would

have to share those spots sometimes in Nordic events, but we hardly ever gave up a spot in the Alpine events. If we did that, we would go back, but we would get slaughtered from the previous competitions by competing in the Sierras. If we could compete in the Rockies with the best of the best, chances are, if you qualify through that system knowing you could beat Sven and Lars, and then you qualified out here at the Pacific Association and went back to nationals, you then would have a better chance to make a top twenty show. I remember saying to the kids, "I will have a glass of beer, if any of you guys make the top twenty."

They said, "OK. We're sticking it to you."

I had two of my kids—I think Tom Ewald and Kenny, or it might have been Roger—make the finals in the top twenty in either the slalom or giant slalom.

Sure enough, we had to go out that night, and I had to drink a beer. We all piled in the van and popped into this little place. I looked at this Styrofoam cup of beer and thought, "Oh, my gosh, it is going to kill me." I had about two-thirds of that cup, and I said, "I just don't like beer, guys."

They said, "Well, have something else."

I said, "No, that's it. I'm already getting upset that I'm drinking this beer. Everybody back in the van, we're going back to the hotel."

They said, "Oh, we're so disappointed."

I said, "Trust me, this is not going to change the outcome of what you are going to do tomorrow. It's really rare for you guys to have gotten this far—you've made a top twenty position. I expect everybody to be at their best tomorrow and try to make a finishing position. Don't fall; don't slip. Score points for your school."

We got real serious, and we went back to the hotel. We went out the next day, which was a blustery day at Lake Placid. The whole hill was groomed for the upcoming event, so we went to the very top of the hill and skied down the open course for what would have been a downhill. We are traveling at speeds from fifty-five to sixty miles per hour. The whole hill is for us—there is not a single soul on it.

Being the coach, I trailed in the very last position and watched my whole team go down in front of me. The odd part about that is I am on the end, so no one can see if anything happens to me. So, we are traveling down, and I've got these brand new skis from K2. I'm on these things traveling at speeds I'd rather not be traveling at. I'm watching my team making big, gigantic, sweeping turns, and I'm thinking, "Oh, my gosh, this is so crazy."

I actually catch an edge and slide. I slid so far I thought I was never going to get up. My skis are not unlocking. These are the days when bindings aren't exactly the way they are made today—they can either knock off or stay on. My skis are crisscrossing in front of me, and I am tumbling over side by side. I must have traveled more than the length of a football field when one of my skis finally fell off, allowing me to dig a boot in, and I finally slid over the side of the mountain. The problem was that I had to hike back up to get my ski, but by then my knee had kind of been messed up. It was kind of swollen, and I thought, "Oh, my gosh, I'm done for life." I hiked back up there and skied down to the bottom of the hill. I had been missing from the team for about fifteen minutes, and they didn't know where I was.

I went back to the hotel nervous about the fact that I might not ever be able to run track again. [laughter] That is what was on my mind, being a track, cross-country, and a ski coach.

I said, "You guys ski easy, don't go to the top of the hill anymore. I'm going to go back to the hotel and ice it and sit in the whirlpool."

I woke up the next day, and I was OK. The swelling had gone away, so I basically had just strained it. Thank God for me. The kids went up the next day, and they did set the course, and they did a great job. I think we finished sixteenth or seventeenth, which was great, out of thirty or forty schools that qualified in the finals. That was really good, and the Nordic kids did pretty well. We flew back to Reno from Lake Placid, and then a week later I was already on the West Coast for a track meet, which was probably down at the University of San Francisco. I went from coast to coast in about a seven-day period; I was pretty busy. [laughter]

What was your travel funding like?

It was the same budget we had year after year. What I did was just cater that to an "elite" team. There would have been twelve to fifteen kids that would have been affected by that. With everybody else who was on the ski team—because we were so popular with the conditioning program—we created this "B" team. With that, I created a fund that we would make money for through car washes and whatnot. I got equipment for the kids from K2, Nordic, and Hexcel. They were a very modern, new tech type of a ski that was made of honeycomb, and it was just amazing.

Everybody was on the same system as far as earning varsity letters if you scored a certain amount of points, so they still had the opportunity to be a varsity athlete on a ski team, to score points for us, to get a trophy or a medal. In reality, it gave them a chance to do better, because if I had had our A team here, those kids would have scored zero. Our team would have pushed all of those kids out of the way, and they would never have had an opportunity to ski at that level and score awards or medals.

Was it difficult to stretch your budget to cover the flights to the Rockies?

Yes. It was so precise that we didn't have any kind of leeway. If anything weird happened we were in trouble. [laughter] The big apparatus we put on top of the vans or station wagons, as far as physics go, was probably all wacky. If a manufacturer looked at it, he would say, "How are they driving forward?"

We would always be fearful of missing flights, not getting there in time. Kids were required to split meal money with each other, and bring things from home like sandwiches and apples.

When did you start in a coaching position with the track program?

I started there as an assistant coach in 1976.

Were you ever the head coach?

Yes. Coach Cook was out for some medical things, and they asked me to step in there to coach the team as a head coach. I was working on my master's between 1976 and 1978, so it was during that time period that I took over as the head coach.

In college track the kids are very good independently in their own events, so they wouldn't necessarily see the other athletes. Sprinters wouldn't see throwers, and throwers wouldn't see sprinters, and so forth. Looking at the team dynamics I felt that sometimes when we went to a track meet, or even a home meet, the kids would never really recognize the quality of the kids that were so good at throwing or sprinting; they would never see that.

I took them to the old field house at the university—this big cement place with little glass windows at the top of a ten foot ceiling and smelling like rusted steel in there. I sat all of the kids down and said, "Listen, what if we went out and competed as a team, like a high school team would feel like? So each of you has to be somewhat of a cheerleader. You would have to not only do your event, but when you're not doing your event to come over by the long jump pit or get by the finish line of the 100-meter dash and literally encourage each other."

They all said, "OK, good idea. Let's try that."

We had our biggest competitors at this meet: Idaho State, Boise State, and other schools from the California area. Coach Cook had called me in the morning predicting that chances were good we were going to get our butts whipped pretty badly because all the schools that were there had higher quality kids than we did. I said, "Well, OK, I'll see what happens." In the locker room I told the kids that, too, that we were told that we were not going to do very well.

I said, "That makes me angry and makes me want to compete at a higher level."

Sure enough we went out there, and the first event was a distance race, the steeplechase. We had our kids go out there, and I think we might have swept that event. The kids that were just warming up for other events came over and were cheering the other kids at the finish line and per lap. So, these kids all had run a better

time. The same thing happened in the 100-meter dash, the 200, hurdles, and the throwing events. So, we started scoring these points like crazy. I'm running around between the events as the motivator with this clipboard straight in the air yelling, "Sweep, sweep, sweep!" The kids got into that and recognized that this was what I was doing, so it became this feverish thing like a beehive. We were running from event to event with ten to fifteen kids, making all the kids perform at a higher level.

Of course, it was a blustery winter day in Nevada, always in the spring, with a headwind, but that didn't keep the kids from doing this amazing event. We went back in the locker room after the meet was over, and I had to go around the room to each of the athletes. I'm certain I had happy tears rolling down my face because of the unbelievable amount of personal records, school records, and stadium records all set on a single day. The great follow-up was to have to call Coach Cook and say, "I hate to give you the bad news."

He said, "What?"

"Well, the bad news is that Idaho and Boise got their butts kicked. The good news is we *killed* them."

I gave him the score, and it was by a high score of over seventy or eighty points more than the next school. We just crushed all the competitors.

That experience jolted me into the rest of the season with the kids. We had a great season, going down to the West Coast relays and Modesto relays. The kids kind of glued themselves to each other. I think a lot of those kids, later on in life, became friends because of that period of time where they actually connected, even though they were from different areas of sport within the track events. They connected because of that day, because of what happened to them, and that was really cool. The only time I really was the head coach was that one season for the men.

How long were you involved with coaching for the men?

I started assistant coaching, I think, in 1976, and then in 1977-1978. I went on to be the head

coach of the women's program following that, in 1978. I didn't want to just have a cross-country team, and have the kids go off on their own for nine months, and hope they were going to come back in shape. Everybody else in the nation would have a cross-country/track connection program. Distance kids and other kids that would be track related, like half milers, milers, and ultra distance, would have no place to go.

Here we are, this big school, why not look to the future and progress that by giving the kids an opportunity to run year-round and be more attentive to the mentality of getting better. In order to do that I put a track club together.

I had my team captains and myself, and we talked to the ASUN. At that point, I think they had a soccer club. I told them it was a smaller group than soccer, maybe seventeen or eighteen kids, and we started off with not any more than that. They approved because it wasn't a lot of money, maybe a thousand dollars. All that did was help us get a school van and to travel to about four little meets and one big meet, which was down in Redlands, California. It was a big, gigantic championship with over twenty schools, which we won, and then we took the kids to Disneyland the next day. So, that was really a great day.

Did it remain a club team?

It remained a club team, I think, for a couple years. They were phasing out the men's programs and basically putting the women's program together as a cross country/track team. So it did become a team, but I couldn't tell you the date, because I wasn't there. It was probably right there in the 1980s, and then it became a full-blown team with cross-country and track, which still exists today. It was great to see something that I planted as a seed grow to full-blown teams who have done well in the conference here. I still have an attachment to them, even though they don't know that, but I still do.

The men's program is now dissolved, so it's funny that the men's programs are no longer there in either cross-country or track. They could still have a cross-country team—what do you need?

Uniforms, a road, and a shoe—you don't need anything else. They could still have the cross-country for men, which drives the local kids here nuts.

For the men's team, do you remember how many scholarships you had?

I wasn't involved in that part with men; Coach Cook didn't really reveal that to me. I imagine there were probably half a dozen full-ride scholarships but it would be books and tuition, some meal money, and maybe meals in town. Oftentimes, Coach Cook had it arranged where you could have a free meal every night at Louis' Basque Corner. It was amazing that these kids had the ability to go to these places that had been sponsoring Olympians, basically. And there was books and tuition, which I received through my academic standing. I was usually 3.8 or above in my academics, so I usually received scholarships from that. You had the ability to get certain types of scholarships, like the Davis Scholarship, if you had good grades.

When you went to the ASUN for the girls' team do you remember what sort of support they were able to give you?

I think we just talked about what we were going to try to do, and they were positive in thinking it was a good idea, because at that point women's sports was something that was new with Title IX. Half the board that was there to talk to was female, so I basically just had to appeal to them. "Why not look to the future. If we can't start it this way, who is going to start it? When will it start?" We would just end up with a cross-country program and then have those kids be invisible for the next nine months. I thought that was nuts.

Do you remember at all what the men's budget was like?

I couldn't tell you that. It was decent. We all were in vans. The whole team went off in school vans, and often we would get a loaner

van from a rental place. They would donate a van as a sponsor to the track team. We did get a big Greyhound type of bus to go to Las Vegas sometimes, and kids would actually sleep up in the luggage rack.

How long is the track season?

Track season starts at the beginning of March, continues through April and May, and the NCAA would be in late May or early June, if you qualified for the national championship.

Do you remember what sorts of things you required, certainly of the women, but maybe also of the men, in terms of conditioning in the off season?

We had done a variety of things. I had done things myself prior to that, coming out of the Marine Corps and into college. It was an award, which I have two of, for running a thousand miles in a season. So, you would have to run a thousand miles in the season, and try to see how many miles could you run over the summer? Domingo Tibaduiza and I were the first team members to score a two-thousand-mile award; we ran two thousand miles in a season. At that time, I would run over a hundred miles in a week, so that kind of gives you an idea of how far that really is.

It was best to have them be conditioned to come in, or they would suffer the consequences and be behind. It was no longer high school; athletes competing at the national level in college have to at that point become a year-round athlete. A lot of high schools today, especially in Nevada, have kids that run just during their seasons only, which is three months or ninety days.

California kids have track clubs to go to, so kids in that area going to junior college or a four-year college were already ready to train year-round. Nevada kids hadn't really been adjusted to that point. They might play football, basketball, and do track, but they are not running year round.

When you would travel to meets where would you typically travel to?

The Fresno area, Sacramento area, San Francisco area, and we would even go to Las Vegas. These were probably the most normal routes for our competitions, where the West Coast hubs would be. Fresno was for all the big schools down there, Fresno State and so forth. San Francisco included Oakland, University of San Francisco, Berkeley, Sacramento State, schools from that area. Mostly it was all California.

Very rarely would we have a home meet here back then. Of course, it was always so cold, so most schools didn't want to come here and suffer through the cold. If we had a home meet it would be the West Coast Athletic Conference. We would have Boise and Idaho coming down, as well as a couple smaller schools like University of Ashland (Southern Oregon University).

I know that today we can't have a regulation track meet on our track, but what was different about the track at the time that we were able to have them?

The track was fine at the time because the end zones weren't built over the track. The track was a 400-meter track with eight lanes, and it was made of rubberized asphalt, the first of the kind that came out back then. It would wear out pretty fast; they actually repaved it with a newer product after I left. It's a million dollar track that is still sitting there.

It's unusable because the grandstands on what would be the north and south end of the stadium are covering the track. They are blocking it on the north end, and at the south end they go completely over the track. A legal track you couldn't use that. Kids could cheat around those turns, run in lanes they wouldn't be running in. I can't understand how the conferences of today are looking at UNR as a track school with women there still. They can never have a home meet. They can't ever host a conference championship, because that track is unusable for any kind of competition, whether it be high school, college, or whatever. Until they move the stands away, it's going to be an unusable track. Even though those eight lanes are sitting there, it's mostly for concession stands.

What does a typical track meet entail in terms of events?

In college they start off with distance events, the 3000 meter steeplechase, and then goes to hurdle trials. You have high hurdles first, for male and female today, then 100-meter dash qualifications and finals, and the 200 would be at the end of the day.

You have the 200 and 400 meter open, 400 hurdles, half mile or 800 meters, 1,500 meters (rather than a mile), 3,000 meters, 5,000 meters, and 10,000 meters, which is actually 6.2 miles. These are now in meters rather than yards like back when I was in college.

You have high jump, long jump, triple jump now, even for women—which I predicted would happen—and pole vault, which I also predicted would happen. You have shot-put, discus, javelin, and hammer. Girls even throw what they call an indoor weight throw. And I think that is pretty much everything. Even heptathlon and decathlon, as well.

How many meets in a year or season?

I would say seven to ten. We traveled every weekend; there was never a weekend that we weren't in the van traveling. There was never a weekend off. You come back on Sunday, do your homework, and Monday it was right back to your workout, because Saturday is coming.

Was your philosophy to continue to practice hard through the Friday before a meet?

No. From an Olympic mentality it basically trailed off. You would have hard days, which would be Monday and Wednesday, technique days on Tuesday and Thursday, and Friday was what I call a prep day, working on relays, getting steps to the high jump or long jump pit—nothing strenuous. The distance kids would go off on an easy run we called LSD, or "long slow distance." Sometimes Friday would be a travel day, and sometimes we traveled Saturday morning. If we had a long meet down at Fresno State, we would actually travel on a Friday.

At the time where were you guys practicing?

Mackay Stadium—it was a full blown stadium. The end zones weren't there, so we practiced right there at the time.

When you started the girls team, was it tricky scheduling time to practice on the track?

Track club was easy, because it was only eighteen kids. They would come in prior to the men working out, at around 2:30, because the boys would come at 3:30. It was about an hour-long practice. We didn't have a lot of kids or a lot of events at the time in the track club, so it wasn't a big deal, because we didn't have anybody doing anything outrageous. Mostly it was sprinting and distance. We had one little gal named Sue Maderos who was a shot-put thrower, so I would go over later and throw with her. The distance kids would go off on a long run, then come back and help do relays. We would have four-by-four and four-by-eight, so we would have kids come back later and do relay, but it never interfered with the men's program.

Do you feel that the seasons that you had with the girls' track team were successful in terms of what you wanted to accomplish?

Yes. It was what I call a grassroots system, which was to get kids interested in it and have an enjoyable experience, so that when they got done with that little season they would tell somebody. Every summer, when the season would end, I would host all-comer meets up at the university. I would get ribbons as deep as first through tenth place and put a little ad in the newspaper about it. Kids from elementary school, junior high, high school, and other colleges that were home for the summer would come out and run. There were kids that I still know to this day, and are actually coaches in the area, that ran in my all-comers meets. Most of the time I would be the meet director, but I would also compete in the 400-meter dash in each meet, just to keep myself in shape. That was a way to encourage local kids

to come up and participate, male or female, in the programs at the university. I kind of recruited that way a little bit and provided an opportunity for kids to stay track minded year round, especially in the summer.

When you started the women's track club were you able to pick up more people for then cross-country and track? Did they feed into each other?

Yes, they did. If I took a photo out today of the women's cross-country team the second year, you'd see that all kinds of body types showed up, because they wanted to be a part of this little thing. They were thinking, "Maybe I'm not so great at cross-country, but I'll use it as conditioning." So, they would do the cross-country program as a conditioner, and then in spring join the track club.

We had a gal named Lisa Afdermaur, and she would be a thrower, but she came out and did some cross-country conditioning, then filtered into spring and became a thrower. We had a variety of kids that came out and ran with our mainstream cross-country kids, but were actually looking forward to doing something in spring with the track club. So it did grow.

Is there anything else you would like to add on the different sports that we have talked about?

Well, it was unique, because in my mind it wasn't really a track "club." I treated the kids as if it was a track "team." Being that I had been there so long as a coach, it didn't really change how I felt about them, how I treated them, or my philosophy. I was looking forward from a dream perspective to the day when the college was going to make it a full-blown team. I imagined the kids wearing uniforms with University of Nevada written on the front and going down to a gigantic meet like the West Coast Relays.

Doing some things like that was my dream state, and that did actually happen towards my second year with the track club. We went down to the West Coast Relays, which is predominantly black and filled with the fastest guys and girls

on the West Coast. I had this little white-girl team—it was four girls—and Jackie Fulton was part of that little team. We had entered a girl's four-by-one relay team in the college division. You have college and university divisions, and we were so small that we were able to get into the college division, which is mostly small college Division II and Division III and junior college teams. Some top junior colleges would show up in those divisions.

It is evening time, and the sun is low in the sky, and we get called out to run the course. It is eight lanes of qualifying; we get out there and we qualify. There are only eight teams that qualify for the final, and due to the luck of the draw, we get the middle lane. We are the only team out there that has four white girls on the team; maybe one other team might have had a couple of white girls. The stands are crowded, and it's a lot of the athletes with their black parents. It's just a speed heaven, and for me as a coach, I'm excited because I get to see some of the fastest people on the planet.

I said, "Well, girls, we may not win, but trust me, we have the best baton pass here. Trust me."

Just like at an Olympic level, we've had a lot of Olympic teams go to the games and do not get the baton around. They come out of the zone, don't get it passed on, run up on each other, and get disqualified.

I said, "Chances are, if you guys just pay attention and pass that baton perfectly, like you have been in practice, you will do just fine."

I used to have this drill where I would put them in the position of starting blocks, and to learn reaction drill I would say either whistle, clap, or go. I'd say, "Girls, this is going to be on the whistle. On your mark, get set," and I would clap. Of course, half of the kids would get up and start to run.

I'd say, "I said *whistle*."

They would say, "Oh!"

They would have to listen for the whistle. So, I constantly made them learn to have tunnel vision for reaction. During the end of the season none of them would miss the drill. If I said whistle and clapped, they wouldn't move; if I

said "Go," they wouldn't move; they would only go on the whistle. If I said we were going to go on the "go," and I blew the whistle, they would not go. They became in tune to that reaction drill.

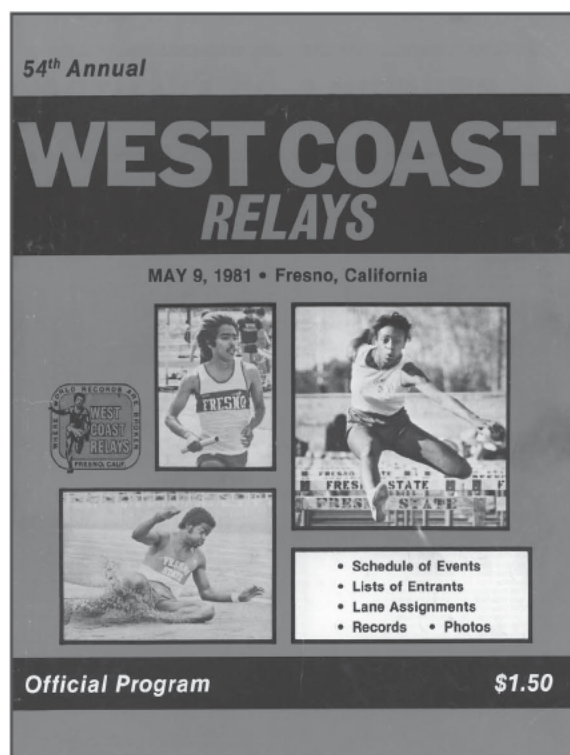
So my girls are in the final, the gun is up, and off we go. Sure enough, we are not the fastest team on the first leg. We are trailing, maybe fifth or sixth, but the baton pass from my first girl to my second girl is completely *smooth*. We move from fifth to third in a brief second. Other teams are stammering, slowing down, asking, "Where's my baton?"

We are constantly in a running motion, not skipping a beat. The second girl hands off to the third girl, completely smooth again, and we are now in second place. We have gone from fifth to second place, and the whole crowd is up on their feet going, "I cannot believe what we are seeing this team going from fifth to now second place."

We come to the very last handoff, and, sure enough, the team ahead of us bobbles the baton. Again, we get this perfectly smooth hand off, and we take off like lightning. Jackie Fulton takes it across the line for the *gold medal*. The crowd is now going crazy; they cannot believe the fact that our four girls just beat the fastest girls on the planet in a four-by-one relay.

Of course, I am ecstatic, run out of the crowd and down there. I couldn't believe it, and my girls are jumping up and down like jumping beans, as crazy as can be, and can't believe what just happened. I said, "I told you that you guys could do this." Their baton pass was absolutely perfect. Not one stride was missed all the way around the track. I thought it was unbelievable. They could not get it out of their mind that they had just won a gold medal at the West Cost Relays.

That was probably the highlight of that little season, that we had gone down there. Even though we were a track club, we had succeeded against major colleges in a four-by-one relay, and yet, none of them was really a true sprinter, except for Jackie Fulton. They had just learned the baton and reaction drills so well that not one step was wasted around the track; it was absolutely perfect. That was a really amazing day.



The program for the West Coast Relays, where the women's cross-country team won a gold medal.

Even though it was considered a club, you were taking them to meets where they were competing with the best of the best?

Yes. It was full blown. They were going against Fresno State, everybody down there, anybody that came. They were going against top schools, which made them nervous. They were wearing this little blue tank top from the bookstore, and you couldn't tell where we were from. We just had a light blue top on, and off we'd go. I was screaming my guts out, and they did an amazing thing.

I ran into Jackie Fulton about a year ago at one of my little high school meets, and I reflected on a few of those moments with her, and she said that that was just the time of her life. She was someone who didn't know where to go from high school to college, because there really wasn't a girls' program there, but had heard about what I had done with some individuals and said, "I'll give it a try." I think that was one of her great decisions, because

she did get to come and have these moments that were wonderful, but they weren't under the right umbrella that they could have been under. They could have been under a full system that just hadn't been there yet.

With the success of the girls' track club, did the Athletics Department ever warm up to them at all during the time you were there?

Not to my knowledge, and, of course, by the third year I was gone, so I never knew that. The success was there, and most of the success was shared by the ASUN, and the *Sagebrush*—the newspaper would do stuff on my kids. The Recreation Department was aware of that, because if we won a trophy I'd never bring it down to the Athletics Department. It was a club trophy that we had won from a club perspective, though it was a real trophy for the other schools. I would set it up by my office, by the front office of Lombardi Rec, and that was where the trophy was displayed. The kids would come by there and look at it.

I don't think the Athletics Department cared much about us or was too involved in what we were doing there. They were probably curious about us and wondering, "What could he possibly do with these kids?" I think we blew a lot of minds, because we had zero funds, uniforms from the bookstore, but the kids were so amped and motivated. My thought was to treat them like they were always part of the track team. I was still a young athlete, twenty-five or twenty-six years old, and was still competing myself. I just treated them like they were just part of my life. I don't think the Athletics Department thought very much about us, but I knew at some point in time it would probably evolve that way. When you have, maybe, twelve kids, then eighteen, then thirty-five, and then forty kids coming out for track, it's hard not to take notice when your kids from the university were getting their name in the paper. Everybody was sitting around having a cigar and a cup of coffee going, "Huh? UNR track club? What?" And then reading the article about how Jackie Fulton had taken these girls to a gold medal at the West Coast Relays. They all had to read that, and so I'm

sure they scratched their head, “Oh my gosh, what is he doing with pennies?” I’m sure they’d take notice, but in more of a subconscious way that I never got any word of. The kids knew; I knew; the community knew, and that did snowball into a big program down the road.

It sounds like you did get some publicity for women’s cross-country and women’s track for the two years. How visible do you think the teams were on campus?

Because of my nature, something I always did before going to a meet was to call the newspaper, and when I came back I’d give them results. I would call the *Sagebrush*, because it was a student newspaper, and they were being supported by the students rather than the department. I did a lot of motivation that way, by just giving the kids a lot of air time with the TV news. Channels 2, 4, and 8 would come up and do stories on our kids. I’d call them and say, “Listen, you’ve got to come up and talk to so-and-so. They are just amazing.” They got a lot of publicity that way and just were elevated through, like I said, a love loop from me. I just loved them. I just wanted to make sure that they were cared for, loved, and noticed, because that is what I would have wanted for myself.

The campus was tuned into it because for the first time it wasn’t a softball, volleyball, or basketball group of girls that were pretty much the same girls on campus. There were all these new, vibrant type of girls that were highly educated. They were doing great in school, pretty much All-American academically, had high GPAs, and were enjoying a sport they never thought they could do. It was now like a wildfire. They had told other people about that, and that kind of grew from a positive point of view. They knew hard work was involved, but there was some fun about it, and that trickled down to where other people said, “Well, I want to be a part of that.” We just had all types of girls come out. It was a lot of fun.

When it came to Title IX issues, how do you think the implications were accepted on campus while you were there?

I think what was really obvious was that it put everybody in shock. That was really easy to see. I imagine that was because of sports history in America. You could go way back to Babe Didrikson and Wyomia Tyus—they were the only Olympic athletes you ever really saw in news or print or TV in sport. The men had dominated sport for years; everybody knew Babe Ruth, Kareem Abdul-Jabbar, or other famous football, baseball, or basketball players. Every kid would know these guys in male sports, but nobody would know any female sports.

When Title IX came into the play not just from a collegiate point of view but from a world point of view in America, women became visible. With that coming into play it put the men’s programs into shock. All of a sudden, they might actually become equal in everything from scholarship to opportunity, where other nations of the world had always promoted male and female sport equally because they were based off of club systems not school systems. You have kids going to academic schools, but with no sports within their schools. Most people don’t realize that. If you are in sport in Germany or Switzerland or France, you belong to a club. That has now come around a full loop here in America, but back then, there was no such thing. Title IX in America allowed women to now become part of the sports culture.

I think the men’s programs were just blown away by that, because we are all about football and football stadiums. We have packed stadiums for basketball, baseball, football, and minor sports like swimming, diving, track and field, cross-country, and maybe even wrestling or gymnastics. You saw some of the smaller sports on TV, but very rarely, maybe in an Olympic year. With women’s sports, you would only see them during Olympic years with women swimmers, women gymnasts, women’s track programs. With Title IX came the awareness that every sport that a male would be able to do was now also becoming available for women.

Schools with budgets were thinking, “All our money is put into these primary sports for males.” Now they had to come up with primary sports for females, and consider the logistics—where do you

house them? Where do you train them? Do you have showers for them? All of a sudden everything was going to be doubled from the administration's point of view. I think they were probably flustered, angry, and didn't like it.

Do you think that you starting a cross-country team had anything to do with trying to be compliant with Title IX?

They had to, yes. That was the problem; they had to drop certain sports for men and provide opportunities for women's sports to come into play. So, they had to add some sports and, of course, the easiest one to add would be cross-country. Like you said, it was basically shoes and a jersey; all you needed was a road to run on.

A lot of chroniclers have noted the philosophical change over the years of becoming more accepting of women participating in athletics and women being competitive. Do you think that the philosophical changes led in to Title IX, or do you think that Title IX helped to bring about the notions that people had?

From my point of view it would be that America was still the "baby" on the Olympic pedestal. We had certain sports we did well in, but there might have been other women involved in the Olympic movement, on committees in the United States saying, "Listen, we have girls going to school that are in sports, especially in high school, who have nowhere to go."

Men had opportunities to go off from high school to college and have someone pay their way. It might have been a collective group of women who said, "This is not fair," and then decided they had to do something about that. They might have been female senators or congresswomen that said they wanted this as an equal-opportunity situation.

From a government point of view down to an athletic point of view, they made that push for at least having the opportunity for women to have a chance to go from high school to college and have a college put them through a sport/academic

situation. I think that is what happened, which is a good thing.

Do you think Reno, as a community, was really aware of Title IX at the time?

Not at first. Not until somebody came out and interviewed everybody up on the hill and said, "What do you feel? What do you think?" Dick Trachok and his assistant athletic director, I'm sure, had to have the answers because it came at them hard and fast. It was a national thing; it wasn't just happening to us but to everybody.

The whole state of Nevada only has two colleges; we don't have a junior college system here. In northern California alone you probably have fifty or sixty junior colleges, and then state colleges, and then universities, where we only have two universities. Imagine California in relationship to us, "Two schools? Get it together." Other schools were probably hit harder than us. Coming up with the budgets for multiple sports for girls and boys was going to be much harder for them to develop, when we only had two universities in our whole state.

Did the Athletics Department take being compliant with Title IX seriously?

They had to. If you didn't, you were going to get fined. There was a government behind it, so there were fines to be paid if you didn't comply. People's jobs would have been lost, all the way up to the top of the food chain. They had to do it or shut the door. They would have had to not have a football season.

Did you ever get the impression that there was any bitterness about it?

Yes. That was apparent. I think the people that were even older than me had been in a system that had been there forever were bitter. You can walk down the hallway at UNR and find trophies from back in the 1930s, so that had been going on for a long time. There is a giant legacy for men's programs, where the women's legacy has

been invisible. Even the women's sports that were there when I got there as a student were invisible. I couldn't tell you if the women had won a title in anything or where they traveled to. They were invisible.

Besides the three primaries for women—which would have been softball, basketball, and volleyball—all of a sudden, now you are having all kinds of other sports show up—swimming, track and field, cross-country, and now even soccer. back East you have lacrosse, rifle teams, archery teams and all kinds of other sports that show up for women now.

I think they were definitely bitter and angry because they had to share the spotlight. Some people had a selfish personality and some just had tunnel vision, where women were second class citizens. For me, one of my old dreams was to be an Olympic coach for women. I never thought about being a men's coach at an Olympic level. I thought they were new, less tarnished, and had been given less bad information. With genetic potential, and because the opportunity was new, you could really develop female Olympic athletes much quicker because the opportunity was huge. You didn't have a hundred years of a legacy of girls that had established record upon record upon record; it was relatively wide open.

In track, girls had no triple jump or pole vault at the time, and only did a converted pentathlon rather than a heptathlon. I knew those events would show up in time. I'm sure in the next decade there will be, probably, the women's decathlon, because now women are pole vaulting, long jumping, and throwing all events.

Besides starting a women's cross-country team, what are some of the other visible impacts that Title IX had at UNR while you were there?

They had to rearrange their budgets for all the other programs, and I'm sure all the minor sports got knocked down. Men's track got knocked down; swimming got knocked down. Any program that was not a primary sport like football, basketball, or baseball, had their budgets shrink. The money had to be diverted.

It affected me when I got fired, because they said they couldn't pay the women's basketball coach enough money. That was one of the reasons I was told I was being relieved of my job. They had to give her my little salary of ten grand, so she would have enough money to survive as the women's basketball coach. She became the basketball/cross-country coach. Even then, that salary was probably only 1/10 of what the men's basketball coach was being paid.

They were angry that they had to pay salaries that were, in reality, miniature compared to their male counterparts, but they still had to do it: comply or get fined. So, there was resentment there. You could see it with all of the other sports, whatever their budgets were the year before now had to become smaller because they had to rearrange all the income that was there and split it other places. I'm sure coaches' salaries that were minor sports went down, and useable money for programs would be down, because you had to divert that to other places.

Were you ever able to see what other schools were doing to be compliant with Title IX?

No, but you might hear something in the news. Mostly you would see primary sports being affected, like football, basketball, and baseball for men. They now had to share money in areas that were going to produce women's teams, and they had to hire new coaches for these new teams.

Most likely, the women's programs would be coached by a male. You didn't have a lot of women coaches, because there was no legacy for women's sport to move out of those areas and then move up to become a coach. Back in the late 1970s and early 1980s there weren't a lot of women coaches around for primary sports. You had to come up with male counterparts to coach female sports, which was kind of tricky in a lot of ways. Thank God it was college rather than high school.

At least you had people like me, who had knowledge, passion, and the experience to get women's programs started off on the right foot and get them going. Hopefully schools wouldn't have a beginner coach that maybe never coached,

coaching a women's program. Over time you had women going through those sports themselves at a collegiate level, and now they have become coaches. That has been more than twenty years, so now you have a grassroots system for coaches that are women's sports athletes going on to become women's coaches. Other programs were cut down so you could have money for those other teams to travel, to house them, feed them, and give them books and tuition. I'm sure, there was a lot of resentment about having to deduct from other programs that were always king of the hill.

Do you think that coaching women or a women's sport has less status than coaching men?

It does in some people's eyes because of the long years of legacy of men's sport. If I turn a Saturday TV program on I'm going to see NFL; I'm going to see NBA; I'm very rarely going to see something that involves women on TV. America buys tickets to the Super Bowl. It almost becomes another holiday in American culture. Where is the equal participation in women's sport? Show me a women's sport that is celebrated that high. I can't see it.

The closest thing to it, which is a distant star, would be the women's soccer, where you have Mia Hamm and those gals that went on to win Olympic gold. When Brandi Chastain took her shirt off and waved it in the air, everyone thought, "Ooh! What's that about?" That is about the only thing that is even close to being put out into an imagery where we are celebrating a women's sport at that level. In our American culture it will take centuries for that to turn around, to have us celebrate women at the same level, because of the amount of years that we have been celebrating men's sports.

Outside of Title IX compliance, what did you see as the benefit of having more women's sports at UNR?

I've always been a person of equal opportunity. I always felt that God had given us an opportunity to be born, but we didn't have a choice. I've written poetry about that, even published at the

Library of Congress, that we don't have a choice where we are born or what gender we are, so I wonder why are we treating people differently within an opportunity range.

You can go to school as a male or female, graduate cum laude as a male or female. Why shouldn't it be the same feeling or situation for a sport? We are built differently genetically as far as our body type. You'll never have a woman outprinting a male sprinter. Women can out throw a male because their discus is smaller, but if you give a woman a 2k discus and a man 2k discus, a man will always out throw a woman. Distance runners are the closest thing we have to women getting close to males, in marathons and ultra distance.

We'll never see the WNBA promoted like the NBA. They have smaller crowds, it's not shown on TV as much, and there's no big, gigantic playoff where everybody is sitting glued to the final four. For a women's playoff versus a men's playoff, you hardly even see that in the newspaper, television, or radio.

We live on the planet as a male/female race. We get married to each other as a male/female race. There are all these cool things we do together, like having kids. You go to a high school, and it's filled with boys and girls, so why are we only catering to one half of the gender on the planet? In some cultures women are elevated, and in some cultures they are downgraded even worse than they are in America. If you go to the Arabic world, women aren't even counted as family members—they are counted with the goats.

So, we are lucky in that sense, but to me, to be in a country with full freedom opportunities, why not promote the other half of our population? They should have an equal opportunity to become awesome people, awesome educators, awesome athletes, and then hopefully do something collegiately, nationally, internationally, and in the Olympics. I had a girl named Coleen Rienstra, who was the first female in the world to jump over six feet in the high jump as a high school athlete. She went on to three Olympic Games. I was pretty excited about that.

You think how neat that is—that was an awesome celebration. There is a huge picture of her in my room over there. I have her jersey from the sports festival. To this day I tell children that high jump with me, “Let me show you something,” and I show them her picture. She will always be elevated, and she’s not a male; she’s a female. She was the first of her kind ever in the moment in history. A local Sparks High School girl went all the way to the Olympic Games. She was invisible the year before that, but now, if you look in the history books, she is still there. That’s awesome. That’s a moment in history. I think that should be available to every person on the planet, not just for boys. Boys have got it easy. [laughter]

You have talked a little bit about your leaving UNR. Do you think that that was completely about money?

I don’t know. I think it was probably a mixture of a lot of things. I don’t really know the exact details of that, because I was young and naive. I was twenty-six years old and was very passionate about what I was doing, living off of nothing. I would have lived off of less, given the opportunity to do what I was doing, because I just loved what I was doing.

I’m sure the decision was made between all the kingpins of the school, probably because of what I was doing. I was getting too much publicity and doing too well with what I call raw clay. Here I am, recruiting kids on campus, winning titles, sending kids to national championships, and none of this was what they were figuring would happen. Maybe in the back of somebody’s mind was the thought that I would do well in a few years, but they certainly weren’t thinking it would happen right off the bat with a bunch of kids I was finding on campus that weren’t recruited as name athletes.

I’m sure I probably upset people by telling the truth. That has probably been my life problem, being truthful. I felt—and feel even to this day—that life is short, and if I can’t sit across the table from you and say, “This is how I feel, this is how I think, this is what I wish for you, what I want for you.”

I think I got myself in trouble by telling the truth and upsetting the “good old boy club.” I would tell them how I felt about why we didn’t have more money to give my kids adequate things that all the other teams on campus already had. I asked if they could help me with finding the funds somewhere or having a sponsor to get the kids proper uniforms, which they all have now, but didn’t have then—just finding more ways to help me versus basically persecuting me. It wasn’t like I had a bunch of people helping me; it was me and a couple kids in the community. Not much of the department was out there giving Kevin a lift.

So, I was probably let go for a variety of reasons—being too popular, being too positive, being too successful too quickly. The other programs that had been there longer, trying to gain that same kind of success, were getting close to that success but never really pulling it off. They never won an opportunity to not only go to a national championship, but to win one. They’ve gone, but always lost by one or two points in football. Basketball just recently got into the top sixteen. Our primary sports have gotten somewhat close, but never closed the deal. I was going to a national championship with kids, winning the national title in cross-country the second year.

They took my salary and gave that opportunity to the new basketball coach, but she wasn’t there for more than about a year. I’m not sure what they accomplished by doing that.

It was hard for me emotionally. It really took a long time for me to recover from that. I just accepted it as a fact that somehow I’d not only affect the fourteen to twenty kids there, but also affect kids around the world, which I have done. So, that was probably God’s plan for me, not just to affect and love those fourteen children on the campus, but a lot of children from around the world.

In terms of taking your salary and giving it to someone they were hoping could coach both cross-country and basketball, do you think some of it had to do with just numbers? Even though you had been doing about six jobs as one person, do you think some of it had to do with accounting?

I think, politically, they had to hire the women's basketball coach at a higher salary, and they weren't willing to give the money up from any other area. So, get rid of Kevin. That's one way to just get rid of a whole human being, which they did. That added ten grand to this gal's salary. So, maybe she got paid \$26,000. What is that compared to what the men are making? Men are making \$126,000, so \$100,000 more for the same sport.

So, they had to pay her that because now Title IX was pressuring to move up salaries and make them closer, but they are never going to be comparable. Look at the women's basketball coach at Tennessee—they won a national title—and what is she getting paid compared to whoever won last year's men's basketball? There is probably a hundred and fifty grand difference.

It wasn't a big deal to get rid of me for ten grand. That was their fun money. It didn't really keep her there. She wasn't there for more than about a year and a half and then left. They kept going through a lot of people that way because how long are you going to stay for \$26,000? How are you going to live in a home, pay for your food, and if you're married and have kids, how long are you going to last on \$26,000? You're not.

I think that was part of the problem that had to continue to change over the years. They had to provide big enough salaries, which were what I call ordinary salaries, for minor sports which I think they have now. They don't have the luxury of having \$100,000 like our primary sports do as a coach, but they are given, maybe, \$45,000 to \$50,000 today. That didn't happen back then. They had to comply somewhat, from a government standpoint, to give these other minor sports that were now in women's primary areas, enough to coach.

Do you know how long it took women's cross-country and track to get their own budget line and their own coach?

It probably took about five or six years to where a kid could be in the track program, was going to stay in a motel, and have university vans.

Some scholarships were probably there at that point in time. Full uniforms including warm-ups, sweats, shoes, and the works—that probably took anywhere from seven to ten years. It's in existence now; Coach Kraft established that before he left.

When was the women's ski team established as a team?

I don't know. It was pretty much a club the whole time I was there; it never turned into a full ski team for women, with a budget or anything like that. It was sort of just on the edge. The men's program dropped out of the NCAA for a short period of time, so then the women's and the men's were kind of like a club team. They kind of went back and forth. They cancelled it so they could get out of the realm of doing that, and then picked it up on this little club team thing. I don't think it really became a full blown NCAA team for women ever.

In your own life what do you see as influencing you to be such an advocate for women and women in sports?

Probably my passion about athletes in general. If I love God first, and now that I'm married, my wife second, and my athletes third Back then it was God first and my athletes second. Being a kid that had gone from what I call zero to hero complex, where in school I was unnoticed, unloved, insignificant. At the time in our culture athletes were elevated to a higher level as role models, where today they are mixed up with a variety of drugs and too high of salaries—it has distorted everything from what it used to be. Back in that time period, athletes were elevated as someone you would invite over to your home or have as a speaker.

I think that I felt I could push that into my kids, to make them elevated as human beings and become better students, become better citizens. I just had that philosophy of this zero to hero complex where kids that maybe didn't have a chance at anything else could become great athletes, and through that system become great

students and become a student-athlete. I wanted them to be productive within those two areas of life, transform that into areas of their education and become great community people. They went on to become great educators, great teachers, and great coaches.

If we look through the history of life in America, we go out to a rubberized track, "Thank you, Mr. Goodyear," to a lighted field, "Thank you, Mr. Edison," got there by a car, "Thank you, Mr. Ford." All these things that we take for granted when we walk up to a track and field came from a single male that had, even though they had failed thousands of times, came up with something so brilliant that every one of us now takes those things for granted.

I felt that if that's the power of one, then no matter who would come underneath me, if I could influence that person and empower them to become the best they could be, then hopefully by the power of one at some point in time that person would end up making a great contribution, not only to their inner community but in our community. We would all be grateful for that person who had been given the opportunity to become a great student-athlete and then progress in whatever field they might have been passionate about. It was easy for me to love them at that level, because I had been orphaned off as a child. I always felt that everybody could at least be better than me.

We've spent a lot of time discussing a brief period in your life, so can you tell me about some of the stuff that you went on to do after coaching at UNR?

When I left UNR I was given an opportunity to work with the Job Corps for about a year. I started some physical programs with them, and after I left them I received a letter from the United States Sports Academy, which is based out of Mobile, Alabama. They were hiring coaches worldwide to coach in foreign countries. I got the opportunity to coach over in Saudi Arabia back in 1982.

I went over there, not knowing the language or the culture, arriving in Riyadh, Saudi Arabia, which is the capital city. I was dropped off at this

villa. All their athletic and sports teams were based on their air force bases. I was introduced to General Hussain, and then he introduced me to the team. That was very funny, because they didn't speak English, and I didn't speak Arabic. The good thing about it was that I went down to the Hilton hotel and grabbed this little etch-a-sketch thing. It's a thing you have when you're a kid, and you write on it and then pull up the page, and it erases itself. Being that I traveled around the world, I thought that I would basically draw things and pantomime things to then learn, word by word, how to say what I call "command words" to the kids on the team.

Ages were anywhere from eighteen to thirty that I was coaching. I coached track and cross-country, and I did also have to coach other sports. My background in a variety of sports allowed me to coach those sports when they would either hire, and then fire, coaches that were no longer in shape. Their culture was new in sport, where they hadn't had sports like us for hundreds of years, but just fifteen or twenty years of sport. They were trying to develop Olympic teams for the 1984 Olympics in Los Angeles, so coaches were being hired in fencing, shooting, volleyball, basketball, gymnastics, track and field, cross-country. You name it, all sports that would be primary sports for the Olympics.

I got to coach quite a few sports. When they would fire somebody, I would go in and take over those areas. I'd perform with what they call the Acrogymnastics Federation of America, which is on a trampoline. I used to teach trampoline at UNR. I did basketball, swimming, track, cross-country, and what they call team handball, which is unknown in America but very known internationally. I just coached a lot of things in Saudi Arabia, and got the kids ready for the Olympic Games in Los Angeles.

After the Olympics I came back to America and was trying to get back into coaching and teaching. I did a little substitute teaching with the high school system here, but I didn't really have any great opportunity open up at colleges for me, I think, because of what may have happened at UNR. It's pretty much who you know, and I didn't

really know anybody at that point anymore, and having no family to open doors for me, I was pretty much sold out there.

I got involved in fitness and recreation. I worked for the Reno Recreation Program in the summer and developed children's love for fitness. A lot of the kids went on to become great athletes in our community. I also got into weight training, which was involved with fitness. I worked for a lot of companies in the past twenty years in the fitness field, and I am still doing that today, as a personal trainer.

From fitness I have gone on to coach at a variety of schools in our community. I've coached at Manogue High School, Spanish Springs High School, Reed High School, Wooster High School, McQueen High School—everybody, I think, except Galena, as far as 4-A schools. I've even coached at Sparks High School. I went on to do a lot of either individual coaching for kids at those schools or as an assistant or head coach for high schools, and stayed involved in that locally in the community. I still find kids to train with me over the summer. I run all summer long under a track club kind of thing. They come out and run with me in the summer. I do it year-round but I usually try to take kids around with me in the summer.

So, fitness is kind of what I ended up doing; I say fitness is my business. I'd still rather be coaching and teaching at the university level if I had my wish, because I think that is where my passion would be, where I wouldn't want to go home or couldn't get up early enough to be there. That is really where I like to be the best, because you are working with great minds and great bodies at the same time.

You have this ability to see great minds of kids accomplishing their academic pursuit, as well as watching them be really, really good at something physically, whether it be throwing a javelin 150 feet, or long-jumping twenty feet, or a female sprinting a low eleven. That excites me. Of course, Beijing at 8/8/08, that is where I would like to be, if I could have a wish. If not, I'll probably continue to do what I'm doing in fitness and end up being a coach to kids in our community or at some school at some level.

During all this time have you also continued to compete?

Yes, as a master's athlete. I'm ranked every year, and have been every year since I was forty-eight, and I am still currently competing in track and field events. This last season I was an eight-time All American, and last year I was a twelve-time All American. There is a standard for All American, and I have reached those standards and been awarded for that.

I was a Pacific Association (United States of America Track and Field, Pacific Association) champion in the high jump. I was a Western Regionals champion in the 400 meters. I was a Silver State Games champion in the 400 hurdles. I usually get ranked anywhere from 100 to 200. I was a national champion in the track pentathlon in 2000, and I will probably participate in that this coming spring and try to win a national championship up in Washington this coming year. I compete in long jump, high jump, pentathlon, javelin, discus, shot-put for indoor, 100 meters, 55 meters, 200, 400, 400 hurdles, 800 sometimes, and I run 1500 within a pentathlon, so I am usually ranked nationally in at least five events if not more. I've reached All American status in pretty much every event I've competed in, except for 100—I just missed that.

I encourage other people in our community that are master's ages, anywhere from 35 on up, that want to continue to do track, versus just road run, to come and work out with me and gain more speed. Then they can participate in the USATF, which is United States of America Track and Field, and is all the way from school age through the master's events, clear up to age 90 plus—male and female.

Are there any last minute things that you would like to add?

I am passionate about fitness and being healthy in our culture today. We have so many kids in our school programs that are overweight and obese and are not eating correctly. If they could see, for an example, that Kevin can do it, that he

could make it all the way to a national level, even in his master's age, then every kid could say, "I can do 1 percent of what Kevin did. I can come up with this dream and accomplish something maybe I thought I couldn't do." Kids that may not have a dad or mom who need a role model that is not taking drugs, not drinking, not smoking, and who is trying to live a healthy lifestyle—if I can be that example to just one child per year, then I've done the legacy that I had hoped to be.

Maybe I would have affected eighteen to twenty girls on a college track team, but can I affect the world on a power-of-one basis? If I left the planet early, and you could walk through my life and say, "I met Kevin, and it does change the way I think and feel. I can put fitness in my life, eat healthier, and live a more rich life."

I say you can either buy a postcard, or you can be in it. Being in it means if I want to climb to the top of the Himalayas I'll go to the top, and you take my picture. I will go to the track meet in California, and I'll run around the track, and I'll be in the picture, rather than going down there and being in the stands. It's much more fun in life to be a participant rather than a spectator. I'd hope that everybody in life could be at least a participant in something. Whether it be male or female, and especially for girls today, I want them to participate in something physical in life, because we are all physical beings. I don't care what that is, from bowling to curling to skiing to playing baseball or softball to running track and field.

I always say that the run, jump, and throw system involves every sport on the planet. That is why I have been a real advocate of track, because every sport requires one of those elements in it. If you become good at that you can become pretty good at something else. I would hope that my end legacy would be that you could walk through my life and see that it was important, that I left that to at least the power of one, and those people then would at least tell one other person. Somehow, Kevin would live forever through that legacy. Even though I'll be gone off the planet, the effect was a ripple effect.

LAURIE CROM

Laurie Crom: I was born in Reno at St. Mary's Hospital, in 1958. It sounds like a long time ago now. I actually lived, until third grade I believe, over by the fairgrounds, what is now near Trainer. Then we moved to Carson City briefly and ended up out in Dayton, and I grew up out there. My parents still live out there in Dayton.

My mom's name is Laura, and she actually grew up all over Nevada because her dad was a miner. She has quite an interesting background growing up as a miner's daughter here. She went to Virginia City High School, I think for part of the time, and also went to school in Dayton. She is married to my dad, who is actually my stepfather, and his name is Winston. He goes by "Stony" Tennant, so their last name is Tennant now.

Allison Tracy: What sort of activities do you remember being involved with growing up?

I was really involved with 4-H, and my mom was a 4-H leader. The 4-H club out there was very, very active. Of course, we were out in the country in a very small town. We did everything from garden club, bread-making club and cooking to raising livestock for the fair. I had a lamb that I had to take care of and send off to the

meat market. My siblings and I all would raise an animal each year and go off to the county fair.

Do you remember being involved in any sports as a kid?

I remember that sometime around seventh grade there were some softball games for girls where we could go to, maybe, Fernley, Fallon or Yerington and play. I remember getting really nervous about that, but I don't recall if there were very many games. After that, I don't remember anything until high school.

There was GAA, Girls' Athletic Association, I believe. I think I was a freshman, and I maybe did that for a while as a freshman. I think my mom encouraged me to get involved with that. I signed up, and I was involved with it briefly, and that was about it. I started high school in 1972, and Dayton did not have a high school at that time, so I was bussed to Carson High School. We would swing up to Silver City, pick up the kids from Silver City, and then go over to Carson.

I know we had PE. I'm pretty sure they had a track team. I know there was cheerleading, but I'm not aware of any other teams at that time. I'm not sure they had a girls' basketball team, a volleyball team, or a tennis team, but they may



Laurie Crom

have. They may have had tennis and some other sports. I really wasn't that aware of it. I was still pretty involved with 4-H through high school.

Were there any teachers in high school that stood out for you—even outside of sports?

I do recall, I believe, my history teacher, Mr. Sullivan at Carson High School, whom I considered to be a good teacher. There was Warren Wish. He was a teacher of anthropology at the time, and so he does stand out, and he ended up being my counselor. I don't know whether he was doing it part-time, where he taught a class and was a high school counselor, but he went on to be a counselor at the middle school that I later worked at. His wife was part of our track club.

Do you remember at all what was going on with women's athletics when you got to UNR in 1976?

I really wasn't involved with it. I took a lot of PE classes. I loved PE. I just remember signing up for PE almost every semester, it seems like. I would have to go back and look at my transcripts to see if I did that very first year. It seemed like at

the freshman orientation that we were encouraged to do that. There was conditioning. I know I took a cross-country skiing class.

Did you take that with Kevin Christensen?

I don't think he was part of that. I know he was involved in a lot. With gymnastics, I believe, he was involved somewhat.

What were those classes like? Were they a mix of men and women?

I believe there was a mix of men and women in those.

Do you remember at all what sports teams were available to women?

Early on, I really wasn't familiar with the sports teams. I didn't get involved in sports until my junior year.

How did you get involved in sports?

I think I got involved through Kevin. They had a Reno Recreation summer program for kids where I got a summer job, and I think that's how I met Kevin. He had talked about starting a club up at UNR, and then I contacted him. I know I saw some posters—he put posters up all over.

Do you remember what they said, at all?

I think it was something like, "Were you interested in running track," or, "If you are, come join our track team." He was trying to recruit people right off campus. I think then I contacted him after that. I'd love to have that original flier.

Do you remember the first meeting?

I do remember that first meeting. As I recall, it was in Lombardi, and it was just kind of an orientation to track. I didn't know what a quarter mile was—at that time people ran a 440—or what an 880 or a 220 was. I didn't have a clue, because

I had never run before. He oriented us to track in general, talked about the opportunities to be able to compete, and got us excited and psyched about the program.

Were you doing any running before that?

That summer, I think, was the first time I had gone on a run over at Virginia Lake with a friend who was just starting to go out and run. So, I had run a few times, but I hadn't done much. Then that following summer, I think we did a conditioning class to get ready for cross-country, and that was going to be the very first cross-country program.

I remember the conditioning class was coed. I think he was doing conditioning for the men's ski program, as well. He encouraged us, if we wanted to come out and be in shape, to do that. I did that as much as I could, I recall.

What sort of stuff do you remember doing for training in the fall for cross-country?

We would go out together and run as a group. We would just do runs on the streets of Reno. Coming from a background where I hadn't run before, I just remember doing a five-mile run, and that was really significant. It was the first time I had run five miles. Then we would do speed work up on the track, and that was my first experience with speed work. So, it was a combination of doing some speed work and longer runs, which wouldn't be considered long for a lot of teams, but for us five miles was a long ways.

He was very big on quality conditioning since he had a lot of walk-ons and people who didn't have that much experience. We needed to get in shape and get in shape fast. We did a lot of quality work, where you are going out, and running intervals as fast as you can. When you are brand new, you don't want to injure all your runners by going out and doing mega miles. He had to be efficient and get us ready.

Who are some of the other women that you remember being on the cross-country team with you?

There was Michelle Dioguardi, Jill Smith, Terry Schmidt, and Rhonda Reed. My sister, Sherry, I believe, was on that very first team, and she had run cross-country for Carson High School. She's three years younger than I am.

Were the other women on the team experienced athletes, or were they walk-ons?

I think that first year we were all walk-ons. I don't remember anybody on a scholarship or anything like that. I know he had pretty minimal funds and not much of a salary. I know that Terry had done some road racing in the Bay Area. She had grown up in Reno and had come back to go to college here, so she was about two years older than the rest of us. I believe she had worked in the Bay Area and gotten into running a little bit there, so she was excited to come out for a university team. I know I was a junior already, so I was starting a little bit behind. Most people, before they ran college had at least run some in high school.

Jill Smith was one that had a pretty good background—she had run out of Turlock and actually had run some very good times. She was a very decent runner. She had moved to Winnemucca, and I'm not sure how involved she was there. I think she was involved somewhat with track in Winnemucca and then came out. I'm trying to remember what school Rhonda ran for, but I believe she had some track experience at one of the local high schools.

So there was a mix of people who had not done as much running, and some people who had done a lot of running?

Right. Michelle Dioguardi and I had not run, and didn't have any sports experience prior to this, for a high school.

For those people who did come out for cross-country that fall, had most of them done the track club that previous spring?

Yes, but the track club, because there are so many more events, had a lot more people. The

people who tended to be more distance runners were the ones that came out for cross-country, for the most part. So there were less. I'm thinking maybe ten girls or something like that.

What kind of a coach would you consider Kevin?

He was awesome—there is no other word. He was motivating, and he was dedicated. He kept every statistic that you could possibly keep, and drilled in the term “PR”—personal record—for each of us. After we would run a meet he would, right away, say, “School record!” Well, there was no previous record, but, you know . . . [laughter]

I get choked up, because he was just awesome—a great coach. [crying] It's neat because, really, my best friends are from that time.

He just created a really positive, warm, total team-effort kind of feeling. Even though it's considered an individual sport, I felt like we really had a bond, and he was really good at creating that.

Do you think that helped with your guys' success for the first couple of seasons?

Yes. I believe that was the reason. He was a motivating person. Individually, he would talk to each of us about our potential and what we could do if we worked hard and put our mind to it. On a team level and an individual level he was just all about reaching your potential and doing your best.

He said, “It's all in a given day. You don't know who's going to win. Someone can have a bad day,



Coach Kevin Christensen with Laurie Crom (third from the left) and two other cross country team members at an end-of-season barbeque.

and you have an awesome day.” He taught us to not prejudge what our performance was or base it on our last times, and to constantly push for that personal record. Those kinds of things I still pass on to my kids. I tell them not to ever count themselves out in whatever they do, because it’s all in a given day. You don’t know what your performance is going to be.

Can you tell me how successful you guys were those first couple of years?

I’m pretty sure that very first year we actually qualified for nationals, as I recall it. We were in Division II; we were not a Division I school. There were three divisions, I think, in the AIAW (Association for Intercollegiate Athletics for Women). I think we came in second place in our division.

I don’t know that there were a ton of schools—there may have only been three in Division II. I imagine that there were more than that, but we were ecstatic because we qualified within that division to go to nationals, and that was really exciting. We flew to Florida and competed back there. I don’t recall that we did so well in that competition, but just to be there was really exciting.

Did the AIAW have any sort of conferences or was it just based on your school and division?

I’m not so sure exactly how it was. I was just actually reading about it when I was going through my things. It sounds like it started in 1971, when the AIAW began, and it was all about having an organization for women for competition. I didn’t realize at the time how long it had been in existence or anything. I’m pretty sure all the women’s teams, whether it was Division I schools like Stanford and Berkeley, were all under that AIAW. I’m not sure if that fell within the NCAA or not. I actually have my Florida national championship brochure from that, and that’s where it talks about the history of the AIAW. It was kind of interesting reading about that.

Can you tell me, based on the budget that you had, what were your uniforms and your equipment like?

Our understanding was that we had very little money, and they were pretty much the bottom dollar uniforms that you could possibly find—cheap kind of things. They were pretty basic and pretty plain. Of course, we were just excited to have uniforms. We did not have warm-up clothes; we weren’t provided shoes. Our warm-up clothes were just whatever sweats we could find and throw on.

That’s one thing we did become aware of that was very much in contrast to the men’s program. The men’s program, of course, had scholarship money bringing in athletes from, I believe, all over the world at that time. They had a fantastic track program. They had a lot more to work with as far as when they went to the cross-country meets. The cross-country team was all decked out in their uniforms, and I think they were provided with food money and things like that. We just packed our own lunches, and it was pretty much a bottom-dollar budget program.

What about traveling conditions? How would you guys get to meets?

Our coach’s van most of the time. [laughter] We may have used a university van here and there—it’s possible—but for the most part I remember that it was the coach’s van. We all piled in with no seat belts in the back of the van. Nobody wore seat belts back then anyway. I think he took out his seats and put a big beanbag in the back. We just cranked up the tunes, and off we went.

Do you remember, on average, how many people would go down to different meets?

For track it was lots of girls, because we had to cover a lot of different events. That’s why I’m recalling that we may have used his van and then supplemented with another van from UNR, because I know sometimes we probably had a couple truckloads. With cross-country we had



Cross country team members (left to right) Michele Diogaurdi, Laurie Crom, Paula Edgington, Jane Belikow, Terry Schmidt, Jill Smith, and Rhonda Reed on the road.

a smaller group going to the meets, so we could probably all fit in one. I don't recall splitting up too much.

In terms of meals did you get any per diem or stipend?

I don't recall the first year getting anything. It's possible the second year we may have had gotten a little bit of per diem money towards our meals, but I don't recall getting any. I do recall, definitely, that you had to pack your lunch, but we would go out to dinner. But I don't recall getting money for that. It doesn't mean that we didn't though. You are so used to living on pretty much nothing when you're in college. [laughter] We were just thrilled to be part of a team at that time.

Do you remember if there were any sort of scholarships for track or cross-country?

I don't believe track did because it was a track club. For cross-country, I can't remember that first season. We probably did, but I don't remember. I know for sure the second season we had some track money. By the third season we had some small scholarships, but I don't remember how much they were.

Do you remember how men's track and cross-country traveled and got to meets?

I'm pretty sure they had vans, university vans, that they traveled in. There may have been private cars, too, that went down for men's track.

Do you remember at all if the other women's teams had scholarships, or what their conditions were like?

I knew about the swim team. A lot of times we would work out at the same time, since it was the same season, at least during track. I don't know exactly what their season was, but I know that we would often meet up in the trainers' room if you had an injury. We would use the facilities at Lombardi—the Jacuzzi or the ice bucket or whatever you needed at the time—and a lot of times the swim team ladies were in there.

In fact, Kevin's assistant coach for cross-country was Anne Belikow, and she had competed for UNR. I believe she was working on her master's at the time. Her sister, Jane Belikow, was on the cross-country team, also. I definitely need to mention Anne. I know the swim team had scholarships—they had a very solid program.

Did the trainers ever come to you, or was it always you going down to the training room and getting that down there?

No one came to us. If we had an injury, we would go to the training room and seek help.

Was there ever a time when it was off-limits or occupied by another team?

That may have been the case. I can remember one time—we talked about this quite a lot—where we were out there doing our sprints, and the football team came out. I'm saying track, but it's probably during cross-country, because that's the same season. We were out there doing sprints on the track, and Coach Ault brings the football guys out there, and says, "You guys get off the track. We're here; we need to do our stuff," even though we were already there doing our work out. So, there was some tension, I think, at that time, between men's sports and women's sports.

Did they need to use the track, or did they just need to be on the football field?

They were doing repeats on the track. Of course, we were small in size and in numbers compared to the football team. But I can remember a time where we were kicked off, and we were not very happy about that.

Do you feel like the Athletics Department supported the team? Did you have any interactions that you could gauge that at all?

No. I don't think we had any interactions where I could really gauge that. I guess they did have an assistant coach. I don't know if Anne Belikow was paid. I know that it was probably helpful that she was connected to the swim team, and that was a solid program. You kind of felt like you were out there on your own, and I think Kevin felt that way—that he was fighting for us all the way.

What other facilities on campus were the women using? Were there any women-specific facilities?

We did share a weight room. I don't think that the men's team had their own weight room at that time, or maybe towards the end of the time that I was there they did have their own weight room. I think prior to that most of the teams shared the weight room—this little, tiny weight room right off the pool area in Lombardi. We would utilize that to do our weight training. I know the Old Gym—they call it the Virginia Street Gym now—was used for women's sports like volleyball.

Do you remember the condition of the weight room equipment?

I think it was newer. It was just small, very small. I didn't really know whether the men's team had their own separate equipment. They must have, maybe in the Old Gym, because I don't recall this other building being up there at the time. But they probably had their own weight room there. I remember running into different athletes, from time to time, in the little weight room. That was a changing time. I thought the men's basketball team was down at the Old Gym, too, quite a bit. I

don't know what facilities they had there, because we were up here.

Do you remember there being a women's athletic director or someone that was overseeing women's athletics?

No.

How many years were you involved with the track club?

I was in the track club, I believe, in 1979 and 1980; it might have just been two years that we had that track club. I don't think 1981 had a track club. 1981 was my third year, and it was going to be my last year of running. I had started as a junior, and even though I probably had enough credits to graduate, I wanted to run one more season, so I stayed on.

They ended up giving Kevin's position to a basketball coach, and I believe that was 1981. They gave his very tiny salary to the women's basketball coach to pump up her salary, and, of course, that changed everything for us. Our beloved coach was gone, and we were now being coached by a basketball coach.

What was that cross-country season like with that different coach?

She came in, I think, trying to do her best, working with a group of girls who were beholden to this previous coach who started the program. So, we probably weren't very nice to her. I don't think we were evil or horrible, but we weren't exactly pleased to have her as our coach. I'm sure it was tough on her at the time. Looking back, I think she did a pretty decent job, and she really tried hard to do a good job, but we were really sad about losing our coach.

I think track was dropped once Kevin was out of the program. There was a gap before the women's track team came into being, and I'm not even sure when that came about. It may have only been two years, 1979 and 1980, that we had track.

Even though track was a club, were you competing with other colleges?

Yes. We went to invitationals and that kind of thing. He would try to get us into some of the bigger ones, so we could see what it was like to be out there with teams like Stanford, UC Berkeley, and those kinds of schools. We went to Redlands Invitational down in L.A. He wanted us to have that full experience. In fact, Redlands might have been a relays invitational. I know we did pretty well down there. We kind of surprised ourselves and did a good job.

How long is the cross-country season? Do you remember when you started practicing, when meets started, and when it wrapped up?

I know the season started in September, and we would be pretty much wrapped up by the end of November. I can't remember when regionals were, probably the end of November. You would have winter break in December, and I know we were done by then, so maybe the first week of December at the latest.

How many meets a year did you guys run in?

For cross-country we probably did eight to ten competitions—a couple in September, maybe three in October, and three or four in November.

Were most of those away meets, if not all of them?

We would have at least one, I think, here at UNR. I remember having some here.

What schools were you competing against?

Sometimes we would go to the big invitationals, where all of the teams would be there from all over northern California. We would all run together, but you would be running against your own division. We probably had some smaller meets, as well. It was funny, some we had here seemed pretty small.

I remember at one meet we finished at a UNR football game, and that was kind of interesting. We

were like the halftime entertainment. [laughter] I remember coming in and running around the track, and our finish being part of a halftime program. It was funny. And, of course, it was hot. I can remember that because it wasn't early-morning racing where it was cooler. I think one girl had heat prostration or something.

Would you usually do your runs in the morning for competition?

Yes. I think for the most part it was morning.

How long is the run that you are doing for cross-country? Or at the time how long was it?

It was a 5K; 3.1 miles.

What was considered a good standard time to run that?

It depends. If you are a Division I school, you were doing really well if you could run seventeens or eighteens—that was really great. I never broke into that, but we did have someone on our team who was able to run in the eighteens, and that was Terry Schmidt. She was our number one runner for cross-country.

I believe she actually ran into the seventeen's as well, but I'm not sure if it was during her time at UNR. She went on to do really great things. She actually went on and became one of the top runners in the West Coast in 5Ks and 10Ks. So she went on and did really great things with running. If you're breaking twenty-one minutes, if you ran twenty or nineteen, you were doing pretty well in Division II.

For the time that you were involved in GAA in high school, what sort of activities or sports were you involved in?

The only two things that I remember were basketball and volleyball, but I don't remember hanging in there for very long with that.

You would go after school or at lunch?

I think so. It may have been before school. It was in the gym, and you'd just show up.

How many girls do you remember being involved in it?

I remember quite a few. I was at Carson High School, and that was a huge high school. Even back then I think there were over 2,000 kids, and there were quite a lot of girls that went out for that.

Do you remember if there was any sort of status, positive or negative, with being involved in that?

I would think it would have been positive. Like I said, I was encouraged by my mom to get into that. She probably thought that would be something really good for me, to help build my confidence. We were bused in from Dayton, and we were kind of the "hicks" from outside of Carson City. Knowing my mom, it was to try to help me build confidence. I think they had a track team when I was in high school, and it would have been nice to have had that opportunity to run for them. I'm not sure I would have had the confidence back then to even try out.

For the track club, how many girls were involved?

I know there were a lot of girls coming out, maybe twenty. We had something like eighteen girls come out for cross-country. Some of those came from the track club, and some were new girls coming out. So then, when you supplement with the field events and everything else, we had to have had at least twenty girls and possibly more for track. It was quite a large group.

In terms of track, had a lot of them been involved in high school track before?

We had some sprinters that had experience. Some of the jumpers and field people were freshman from Reno High School, so we did have some of those people. We had some runners who had limited experience. Jill Cook had experience running the mile in high school and had a very

fast mile. I think she had run a 5:05 mile down in Turlock, California. I think Rhonda had run a little bit in high school. Paula Edgington, I believe, had also run, maybe the quarter in high school. Michelle Dioguardi, who ended up on the cross-country team, had done just fitness running, and some distance running just on her own. Terry, our number one cross-country runner, had run AAU (Amateur Athletic Union) races, or road racing, for a couple years before she came out. I didn't have any experience, and then I know we had others who did not have any experience that came out, also.

By the end of the track season, how were the girls that didn't have any experience? Had they improved their skills?

For track I'm not sure exactly. It would depend on who you would talk to, but based on the coaching that Kevin did, it was all about setting a personal goal. At each meet we tried to improve our previous time. Girls were going out and running their best times ever. He was actually quite a motivator for girls. He would even help motivate girls that maybe had had some prior experience and were not making progress. His whole goal was to get them to be able to reach their potential.

And you guys were practicing on the track, right?

Yes, and Lombardi Rec. The track was not in great shape; it was pretty worn down. They didn't have those end zone stadiums there. I think once they put those in it actually became impossible to have official track meets in our stadium, because you couldn't see the runners coming around. They would be blind, so you would never know what was going on. You couldn't get official times after that, so that kind of tells you what the priorities are there.

For track what were the practices like? Would you practice every day?

I think they were daily, yes. We would meet after school daily for an hour or two.

Can you tell me about some of the schools that you competed against?

Our very first season, I know we only had three track meets. I believe we went up to Oregon, I think we went to Idaho, and then we had a home meet. I think I was sick for the first one. We may have had a dual meet with Oregon here on our own track. That was in 1979, and it was very low key, very small.

Were the teams you were competing against club teams or recognized collegiate teams?

I think they were recognized teams. Occasionally, there might be a club in there at the bigger invitationals, but we competed against Oregon State University, University of Idaho at Pocatello, and Chico (California State University, Chico).

Did the club have any sort of a budget that you were working with?

As far as I know, there was no budget for our track club.

Did the team members have to pay for a lot of their own stuff, or was Kevin able to get some stuff donated?

I don't really remember having uniforms for track club. I think Dolphins were big back then—the Dolphin shorts. [laughter] Everybody knew about the Dolphin shorts. They were neat and new and lightweight material. But, I don't believe we had any money for our club.

How outfitted was the men's track team at the time?

I believe they had full sweats, and I'm pretty sure they were provided with shoes and uniforms.

What events did you compete in when you did track?

I ran in the quarter mile—that's kind of where I started—and then I may have run an 800 the first

season. I ran two quarters and an 800 for my first season of track.

Do you remember what sort of events were available to women at the time?

I think pretty much the full range of events, starting with the 100 all the way through to high jump and long jump, but I don't believe they had pole vault for women. Then in distance I don't recall 10,000 meters being available. I believe the longest was 5,000 meters.

Were women doing any of the throwing?

I know we had a javelin thrower that had competed for Reno.

How long was the track season?

For track we would be running March, April, and finishing up in May.

Do you remember there being, at that time, any big rivals or competitors?

I think Oregon (Oregon State University) would be one. Chico State was one. Kevin would enter us in invitationals where there were tons of schools entered, so that we would have the experience of competing against girls who were considered elite. He wanted us to have that full experience rather than just going to the smaller dual meets, I think in the hopes that we would surprise ourselves, and we did. We held our own, and we would be in shock that we could actually do that.

How many meets did you have the second year?

In the second year there were a lot more. We had a pretty full season, as I recall. I know we competed at Redlands Invitational, and I'm pretty sure that's the year we did the West Coast Relays, the Stanford Invitational, and a Nike meet. We traveled to most of the meets.

Did you compete against a lot of California schools?

Yes. I think it was California. I remember competing at Sac State (California State University, Sacramento).

Did Kevin have any other coaches or anyone else helping him with the track club?

I don't really recall that he did for track club. I think he did that all on his own.

How was the track club related to cross-country?

A lot of the girls that ran for that track club then came out for cross-country. For the original, very short 1979 track season we didn't have very many people at all. It was pretty tiny. Then he did a lot of recruiting for the first cross-country team and we had at least eighteen or so girls come out for the first season of cross-country.

So the track club was started the spring before going into that first season of cross-country?

Yes. Over the summer Kevin had a conditioning class that we did right before the first season, because we wanted to get in shape. Terry Schmidt wasn't part of that. She was actually a freshman at UNR and came out for cross-country that same year. We were all walk-ons.

For cross-country, did you do a lot of runs around the city or on campus?

We did interval training on the track, but we also would take off and go running. Kevin was very big on having a weekly time trial. Back behind UNR by the medical buildings we had a hill that we would run, and it would be "queen of the hill." He would have that once a week and keep times on us. I can remember doing hill repeats up that nice steep hill across from Lawlor Events Center. Eventually, we would all enter the local fun runs as a way of keeping up our fitness.

Do you remember doing a run around Virginia Lake?

Yes. If I recall, we had our team relays around the lake.

What region do you remember being in for the AIAW?

What's coming to my mind is Region 8, and we were Division II. We qualified for nationals that first year of cross-country.

Do you remember who else qualified?

Yes. You had to qualify in the top three to make it to nationals, and California State University, Bakersfield took first in the regionals in Region 8, and then UNR was second, and UC Riverside was third. And I believe there were six teams competing. I think I saw somewhere that

there were eight, and somewhere else I saw that there were six.

During the years that you did cross-country, who were some of the schools that you competed against?

I can remember California State University, Fullerton; California State University, Fresno; possibly California State University, Stanislaus; University of California, Berkeley; Stanford University; Cal Poly (California Polytechnic State University, San Luis Obispo); Oregon. I could just keep going on and on.

Would cross-country meets be with a lot of different schools or just two schools? How did those meets usually work?



The Stanford Invitational

For the big invitationals, say, put on by Stanford, we would actually go down and run on the Stanford golf course. It was just a huge event with tons of schools coming in for those. We may have had a couple smaller meets, but the ones I remember are the big ones, the Fresno Invitational, Stanford, and Berkeley.

Now would there be heats, or would all these schools start the race at the same time?

In those larger invitationals they would separate it out by divisions, and sometimes, I remember, everybody went out together.

When you were separated in divisions, would you have different trails that you would follow, or did Division I go at this time, and half an hour later Division II would go?

We were divided up. I can't remember which of those was which. My memory is that a lot of times we would all head out together in this giant mass.

Do any of the competitions that you went to stand out for you?

I think Stanford—I was really impressed by them and impressed by their runners. It was just really exciting to be part of that. And Fresno and Berkeley, also.

How many meets do you remember having that first year?

About eight.

Were those away meets?

Yes, I think we only had one or two that were up here.

For the first year of the team, you mentioned going to regionals and qualifying for nationals. Can you tell me a little bit about the success of cross-country that first season?

The first season we started out, since we had zero records I remember we were just excited to be there starting to get some times down and hearing the names of schools that we had never even heard of before. The whole thing was just so brand new for everybody.

I remember we were working on trying to break into twenty minutes and then break the “sub-twenty club,” which is what Kevin called it. If you could get into the “sub-twenty club” you were doing pretty well. We didn't go out and just win every meet, but we didn't expect to be able to go out and do that. I'm trying to remember, but we might end up fourth out of six teams. We were just happy to beat two teams that probably had been around a while and had runners who probably came in from track programs or cross-country programs from high school. We continued to improve and surprised ourselves quite often throughout the season.

What was your own improvement?

My own improvement was coming from being pretty much a non-runner and then being able to run. At first, I was in the twenty-ones—I was just ecstatic about that—and then I moved into twenty. I think by my last year I had broken into the nineteens. I was really happy with that, because I was improving so much—when I think about where I started to where I ended. But I think everyone felt that way. We were improving so much, and that's what was exciting. That's what keeps you motivated, knowing that you're improving.

Terry Schmidt was improving by leaps and bounds. She came in with maybe more running background. At least, she had some mileage behind her. By the end she had run in the seventeens. By her second season she was the one who went on to qualify for nationals. I think she was the only one that went on to nationals that year, and she placed tenth overall for the following year.

How did nationals go? How successful were you?

Nationals didn't go as well as planned. I don't think we were as successful as we could have

been. One of our girls kind of had a rough day. She would have normally run better, but she went out really fast, and that happens. It's a team effort, and the further you place back, the more points that are added onto your score, and you want a low score to win. I know that some of us felt that we ran pretty well. I'm not sure that we all felt like it was our best day ever, but if one person has a bad day that does affect your whole team. On the other hand, if somebody runs pretty well it can really boost your team, which is why it was really nice to have Terry Schmidt, because she was up there. I can't remember what her place was.

What was the scholarship situation, and how did that change?

Our first season in cross-country I don't think anybody received any scholarship money at all. But then the second season is when we received money and Terry got the biggest portion being the number one runner. She told me that included tuition and books. She considered it a full ride, or what was a full ride back then. Now it would be different.

Then for the rest of the core runners, or the top five or six runners, we got the Davids or Davidson scholarships, something like that. I can't remember the numbers, but it was a little bit. We did have stipends—when we went to an away meet we would get about \$30 for the weekend. We would have, maybe, four to a room, bring a lunch, and share vans. We would take Kevin's van, but for cross-country we would get another van or two, so we would do a combination.

As an undergraduate at UNR, how aware were you of Title IX and what was happening with that?

It was pretty blurry. I didn't necessarily understand that much about Title IX and what it was. It was something that you heard about in the news. I started looking into it a little bit more as the years went by. I was getting ready to graduate, and with the whole change with Kevin, I thought, "Wait a minute. Wow!" When he spelled out to me that they brought in a

women's basketball coach and gave his salary to her, I thought, "Wow. OK."

Looking back at those years while you were in college and competing, what was the attitude towards women's athletics?

I think that it was a time where there was definitely still tension between women's sports and men's sports, but women were excited because for the first time there was some attention coming to women's sports. There were some opportunities for women in sports that they had never had before. There was talk of, "If men are going to get this number of sports and be able to compete in them, then women should be able to have the same number of sports." Then there was talk of, "The men's sports bring in all of the money, and the women's sports don't bring in the money." That was out there floating around for sure.

Did you ever run into any sort of backlash for being a female athlete?

Not really. I didn't detect that. My family was excited for me.

Was the attitude on campus towards women's athletics about having competitive female teams, or was it more about just having female teams, period?

Here at UNR I think it was probably a combination of the two really because there were some teams that were probably getting fairly decent support. I don't know the whole history, but we were being told, "Look! This is what you guys are getting. We have this team, and we have that team. You should be happy with that."

So, on the one hand there were teams that I think were getting support, but on the other hand, they also thought, "All right, I guess we'd better just fulfill the requirement over here." When I say combination it means there was support for women's sports but definitely not on the same level as men's sports. But I'm not sure that those programs necessarily were being

completely neglected and there weren't good things happening.

Do you think that there were issues with visibility for women's sports?

I felt like the local school newspaper really did promote us. I know they promoted us; we've got a ton of articles from that time. I know the *Reno Gazette-Journal* did a pretty good job, but radio and TV didn't do anything. There was no coverage there. The local sports program on radio and TV, like if they were to give statistics and game results, you wouldn't hear about women's sports at all.

Do you remember anyone doing anything to address that or improve visibility, while you were there?

Well, just for our team, I know Kevin had to push for that. He was definitely someone who wanted to see women competing on the same level as men. I know he would call up the newspaper and give them the results. I'm sure the newspaper wasn't calling for it; they might be calling and reporting on the men's. I noticed in some of the articles it would definitely be the men first and the women second. The men's team was well established and well funded though and they had some awesome athletes brought in from all over, and so they were doing really well. Of course, they are going to get attention for that. So, some of it was well deserved.

How many years did you run, both for track and for cross-country?

I ran for cross-country in 1979, 1980, and 1981, and then I graduated. In the spring of 1979, we had that very tiny little track season, and then in 1980 and 1981 it grew.

Did Kevin ever tell you why he left or what happened with that?

He did. I actually have a little note that he wrote to me. He just said he was asking for help and support from us, because here he had started the

entire program and he had been told that his salary was going to be added to the women's basketball coach's salary probably as a way of boosting her salary. His little measly \$2,000 or something was going to be given to the basketball coach, and so she was going to be taking over the program. I know there had been some clashes. There definitely was tension there between Kevin and the athletic director and Chris Ault and that whole crowd.

Who was the woman who took over the program?

Julie Hickey. She came in, I think, new that year for basketball, around 1981.

Did you run a season with Julie then?

Yes. It was hard because it was that summer that all of a sudden we heard Kevin was out and we had a basketball coach for our team. We felt that we knew more than our coach and that we knew more about running at that point. We had some experience now, having done a lot of big races and meets. We had a better sense of what good times were and how to get in shape. We had a coach who ran with us pretty much every step of the way, and now we were with a coach who was driving in her car saying, "Come on! Let's go girls," when we would go out on our runs. So, it was just very different.

I remember that we would go to the basketball gym and have to do our sprints and things in there, and we thought, "Wait, we're track runners!" It was weird. It was hard on her because she's coming in as a basketball coach probably not having run cross-country or track before and probably trying her very best. I think she did try to do her best, but it was difficult when we felt like we knew more about running and training than she did.

Do you feel like the campus, or even the community, was aware of how well cross-country had done that first year? Did people get what a big deal that was for how well you had done?

I think the *Sagebrush* did a really nice job. We had regular articles through that year in

Page 14

SAGEBRUSH

Oct. 24, 1980

Sports

Women's cross country is a spiritual team

by Sheri Fries

*"I can do all things through Him who strengthen me."
—Philippians 4:13.*

Does it sound like a Bible study group? The Bible as literature class? Well, it's the team scripture for the members of the UNR women's cross country team and its top runner Terry Schmidt.

"We have a really neat team, and it just seems to be growing," Schmidt, a 24-year-old sophomore said. "We've got a lot of spiritual strength in our team. We pray for each other."



Photo by John Neumann
Terry Schmidt

Schmidt began running at the age of 22 at the urging of a friend when she lived in San Francisco. She moved there after graduating from Reno High School.

"I worked at a stock trading desk in a bank and it was really a tension-filled job," Schmidt said. "A lot of the stock traders ran or played tennis. Tennis seemed to just make me more frustrated, but when I ran I got rid of my frustrations."

"I started running more, but I didn't want to do it competitively because I got too competitive at tennis," she said. "I decided to just run on my own time and do it for fun. 'This guy at the bank said, well you know, why don't you enter this race.'"

"Finally, he entered me in a race and forced me to run it," Schmidt said laughing. "I did O.K. Then he said that I should start setting some goals, so I did."

Schmidt decided she didn't want to work in a bank for the rest of her life and decided to go back to school, as a physical education major, and run on a cross country team.

"I didn't know that UNR didn't have a team so I just timed it right," Schmidt said. When she came to UNR two years ago the women's team had just been sanctioned.

"It was hard for me at first to have a coach. Running was just my own thing and I set my own goals. Now I realize that Kevin (Christensen, women's coach) is really great," she said.

"He's a good coach. We don't realize it," Schmidt confessed. "We all go out and practice for two hours every day and it gets really fatiguing, but the results show, like last weekend in our racing." (Schmidt took first and the team took fourth overall at the Hayward Small Schools Invitational.)

"We don't realize how strong we are. We get out there and you're climbing those hills, and you're strong."

Schmidt said that the team is training on a progression ladder. They are running sprints and "power builders" instead of just long distance running.

"Kevin makes the program. He is the program," she said. "We don't get very much back-up as far as financially. We're a women's team and we don't bring in money like the football team."

"On what we're doing (financially), we're doing good.

We've got support within ourselves. What we're doing is really fantastic, with the budget we have."

"We don't even have warm-up suits," she said. "We're lucky we have uniforms, but we don't have anything written on them."

Schmidt said that they are the mystery team.

"Every time we go and run, people go 'Who is that team? Who is that team?' What was interesting was last weekend, when we were coming in great, they didn't know where we were from," Schmidt smiled and added, "We're kind of the dark horses coming."

Schmidt believes that the women's team is surprising a lot of people. She said, "It just shows what a lot of love can do. Love is the strongest force on our team."

"New girls who've joined our team say that they've never seen another team like it. We're competitive among each other, but it's not to the point that we'll let it get between our friendships or support for one another," she said.

Schmidt's goals for this season are for the team to win the women's division II regionals in Long Beach, Calif., on Nov. 1st, and the national championships at Washington State on Nov. 25th.

"I think we can do it if we keep strong both mentally and physically," Schmidt said. "If I can make All-American or something like that it would be really terrific."

"Kevin says we're three times stronger than last year, and I think we're a hundred times stronger. We're not afraid to push ourselves."

The only problems that Schmidt has between competition and school is that she's "too relaxed."

"I get kind of fatigued sometimes. The hardest part of keeping up on your grades is traveling because of all that time, and you're pushed for the meet."

"I'll bring my books along to study, but I don't know what I've studied, and I get into the exam and forget," she joked.

Schmidt plans to get a degree in physical education and then coach or work in recreation.

An article about women's cross country from the Sagebrush.

the Sagebrush, and into the next year because of Kevin actually taking the time to call up and promote us. I think there was an awareness for someone who had seen those articles but for the university itself—I'm not sure that we got much from the university. You kind of felt like you were out there with this coach who was promoting you and the team.

Was being a student-athlete difficult? Was it difficult to balance all of that?

It was. When I think back it's kind of funny because most of us—at least I know for sure I and a couple of the other women on the team—were all pretty much carrying a full load. I always had sixteen or seventeen credits going, except maybe

my last semester I was pretty much done with my education, but I wanted to come back since I hadn't had very many years to run since I started so late.

We were working. We would be waitressing at Spaghetti's Italian Inn in downtown Reno, on our feet doing that, carrying a full load, and then doing the daily training, so it was a lot. When I look back I recall that my second season I didn't progress as much as I should have; right in the heart of the season I got bronchitis and just dealt with that on my own. I didn't go to the doctor until it had gone on for several weeks and it was affecting my running so much that I finally went to the local UNR clinic and got on some antibiotics. It really affected my season, and when I think back, I think, "Gosh, it was because I was trying to manage so much!"

My family was really poor, and I was living on a shoestring so there wasn't a lot of money. There was financial stress there. When I think back, I wonder how I did it. [laughter] I cannot believe it. Then, when I would talk to other women who had been on the team, they'd say, "Oh, yes, I was working, too." Some were working, maybe here at the university or little part-time jobs, but we were trying to do that and have a full season of track or cross-country and keep up with it all. It wasn't easy. But we were young.

How has being on both track and cross-country affected your life in the long term?

Hugely. See, I start getting choked up. [crying] I think I mentioned before that really my closest friends come from that time. Terry Schmidt, Michelle Dioguardi, Jill Cook (it was Jill Smith back then) and I are all really close friends, so it had an impact on my life that way. It impacted my life personally with confidence and goal setting. I'm even thinking in my job—I'm a counselor—about just overcoming difficulty. Running is such a mental sport, and it's definitely all about pain, overcoming pain, and running *through* pain. That kind of thing just gives a person inner strength and accomplishments. I know you get a lot of that with any sport—achieving things that you never thought you could achieve and learning the power of positive thinking.

Then some of Kevin's philosophy was just about optimism and focus. He used to say, "It's all on a given day. Do one thing at a time. Be all there when you do it." Those are quotes and things that he actually wrote down. I know coaches are doing that all over the place. When you participate in a sport and you are hearing that, it becomes drilled into you and you can apply it in your own life and in your own career.

I work with children, so I find myself saying those things, even to my own children. I continued to compete in road races regionally and continued to improve my times and run longer distances which continued to build my confidence and self-esteem. I met my husband through running—we met at the Journal Jog. Now my own daughter is

in sports, and it's not running necessarily—she did a little bit of that—but she's in volleyball and basketball. There's a cycle there.

Then I went on to do some coaching. I coached at Reno High School and I coached at the middle school where I worked as a teacher in Carson City. I assisted in cross-country and track there and then assisted the women and men's cross-country team at Reno High. The connections that you make in the community—even some of the swimmers—we still see each other out in the community. There is a feeling that you get knowing we were back there during those years at that time and participating in some of the individual sports.

Now, if you don't mind, I want to ask about the letter that you wrote, because I think that that's interesting. Can you tell me a little bit about what you remember with that?

Yes. I think it was during that summer Kevin left, and maybe before the next season. It was mostly about how we felt about Kevin having to leave as coach, being the person that started this program that was successful and thriving and doing well. I think that's what prompted us or got us thinking about women's sports. We wondered why we got a basketball coach for a cross-country team. Maybe we were hearing things in the news about Title IX.

Several of us on the team wrote a letter to the *Reno Gazette-Journal* just expressing how we felt about Kevin, about losing our coach, and about the decision that the university had made. I also remember that we became concerned—Title IX was supposed to be in effect by then. Was UNR keeping up with that? Initially we were just thrilled to be out for this team, and it was all so new and exciting. But I was getting ready to graduate. That was going to be my last year. The wheels start turning and you see a picture of things. You ask yourself, "Are women getting funded as much as men? Aren't they supposed to be now? I think there's this Title IX that says they are supposed to."

A few of us from the team explored that a little bit, and we went and talked to Dick Trachok.

We even went to the finance office and found out that that's public information, to be able to find out how much money was going where. I can't remember any of the details of that. I remember going to talk with Trachok and not getting anywhere with that.

Did he actually sit down and talk with you?

I think so. I think we just showed up spontaneously and said, "We'd like to talk to you about this." We may have tried to set up an appointment. I can't recall exactly how we went about that. He may not even remember. I have a feeling he may not remember that, but we remembered because we didn't really feel that we were listened to or acknowledged or that anything we were saying was registering at all. It was a different time for sure.

Is there anything else that you would like to include?

I just think it's important for Kevin to be remembered as someone who not only was promoting women's sports, but sports in general. He was good for that. He touched so many lives, men and women, through his conditioning classes at UNR and his enthusiasm. Also just the impact that Terry Schmidt had without knowing it, by just doing such a phenomenal job going out there and running these races. She brought a lot of attention to the program at that time. She is someone that I think deserves some credit for that in the history of track and cross-country at UNR. She was a great athlete.

ELAINE DELLER-TONE

Elaine Deller-Tone: I was born in 1931 in southeastern Idaho, and I had one sister, but that was all. My early grade school, up to the fifth grade, I went in Soda Springs, Idaho, and then we moved to Portland. I finished off my grade school and all through high school in Portland then I went to the University of Oregon. So, that makes me kind of an old lady right now.

Growing up I was involved in a little bit of everything, except tennis, which I didn't get into until later. [laughter] I've always been athletic and always participated on athletic teams and outdoor recreation. I played softball and basketball, but women didn't have a lot of sports in those days.

I started out in basketball in the second grade, and at that time, when I first started playing, the court was divided in three sections because they didn't think girls could run that far. You were only allowed to dribble once, and you couldn't have a continuous dribble. Fortunately, things have gotten a whole lot better since then, but that's the way it was in those days. There was nothing available for the girls except for those school teams. I did play basketball in high school and a little bit afterwards, and in high school I was in the Girls' Athletic Association.

Mary Larson: Did you have any particular coaches when you were going to school that had a real influence on you?

No, not really. We didn't have coaches. There were the girls' activities teachers, but they weren't coaches in any particular manner.

What kind of support, if any, were the girls' sports getting when you were in high school?

Absolutely none. I went to Lincoln High School in Portland, and we played other schools, but they were all within the city. We had to find our own transportation to and from the games, and we had to buy our own uniforms. The girls got nothing at that time. We were just the girls' basketball team, and that was the extent of it. I think we had a tennis team, a golf team, a swim team, and we had the basketball team. I don't remember any others, actually.

When my son graduated from high school in Hawaii in 1974, the best girl tennis player was very, very good and could beat a lot of the women who played in the open tournaments, but she could not get a scholarship to school. Her name was Heather Dahlgren. The only schools who were offering any



Elaine Deller-Tone

kind of scholarships at that time were places like Stanford and USC and UCLA, some in Texas and maybe in the southeast, but at that time here was this really very, very good tennis player, and she couldn't get a scholarship.

So when you were graduating from high school, women's sports weren't really doing any recruiting?

Oh, no, absolutely nothing.

When you left high school and went on to college, what was your first impression of women's athletics at that level?

Well, I didn't participate in anything there. At the University of Oregon we had a track team, but I don't know whether they actually participated in anything other than the local meets. I wasn't involved with any of the teams, at all.

Then I guess that begs the question of how you got involved in tennis?

[laughter] Well, I did play a little bit in high school, but nothing very serious, and it wasn't

until after I was married and had children that I actually got involved in tennis in Hawaii. We were living in Honolulu, and I started playing a lot in competition and tournaments, and I got involved in the complete tennis community at that time.

We were in Hawaii for my husband's job, and we lived there for twelve years. At that time I did devote a lot of time to tennis. My background was that I was a ranked tournament player. I participated in a lot of junior development programs at the time and in league matches and tournaments, and I also ran tournaments and served on the Hawaii Tennis Association board of directors. So, I had a rather extensive background in more than just playing tennis. I also was a World Team Tennis umpire, which just came into being at that time.

Would the region at that point just have been Hawaii, because of the isolation?

Yes, although I did play some tournaments on the mainland, also, but basically it was mostly all in Hawaii.

We had moved to Reno in 1974 and, of course, I got active with the Reno Tennis Club at that time. Bob Fairman, who was the coach of the men and of the women's team at the university, approached me one day about taking over the women's tennis team from him, because it was just too complicated, too much for him to handle both of them and do traveling and do justice to both of them. That's how I got connected with the university. I just felt that I could offer them something to get their team pretty well established and went from there.

Was it an intercollegiate sport when you showed up?

Yes, although we weren't in any kind of a conference. The whole eight years that I was there the women were never in a conference. We played the schools that the men were eventually in conference with, but the women were never in conference at that time.

When you became the coach, who was the athletic director at that point?

Dick Trachok.

Was he helpful in trying to get things going with the women's team?

Well, most of the help came from coach Bob Fairman, the men's coach. He had been coaching the women's team all along also—at least for two years before I got there and I'm not exactly sure how much before that. Before that the women's team was strictly a club team. Title IX had been approved, but it hadn't filtered down yet in the UNR athletics.

When you got there in 1977, was there a women's athletic director?

No, there was not. Again, Trachok was the athletic director for everybody. They didn't come up with the women's athletic director for a long time, and I think that was Anne Hope that did that. As a matter of fact, I interviewed her for the Athletics Department when she was coming in.

Who were the other coaches and administrators that you were in contact with when you came in as coach?

I really wasn't in contact with anybody besides Bob. We were pretty much just separated. Our offices were in the same building, more or less, but none of us were in communication with each other very much about our activities.

When we started out, all the athletic offices were in the Old Gym. Coach Fairman's office was a rehabbed broom closet, and my office was a metal typewriter table behind the door in his office. [laughter] We finally got an office upstairs—still in the Old Gym, but it was an office that we shared, and at least I had a desk there. Sharing the same office was a little difficult sometimes, if we needed to have any particular private time with a player or anything. Yet, it was convenient, also, in that we could bounce ideas and ask questions of each other, being that close.

I moved over to Lawlor when the offices went there, and I actually had an office all to myself

for a while. Then they moved the ski coach or somebody in with me, but I did get to be in the new offices over there.

What was the funding like for the coaching position?

I never took the job because of the pay. I just thought because of my love for the game and the fact that I was available that I could do something for the program. My first year's salary was \$1,500 for the whole year. Well, actually, we didn't do anything in the wintertime that first year other than scheduling and things like that. We did have some practices, but it wasn't as intense as what it became. It was somewhat of a part-time job at that time.

Were most of the coaches teaching as well as coaching at the same time?

I think that had pretty much gone by the wayside. There may have been some of them that were still doing some teaching, but not very many of them, that I knew of anyway.

What was your sense of the condition of women's sports when you came in as the women's tennis coach?

Well, sort of struggling. The women's softball team seemed to be very organized, and the women's basketball team seemed to have pretty good support. The swim team was very well organized and strong. I don't think they had a golf team. They had a ski team, but that was more of a club sport at that time, too. I don't ever remember anybody connected with gymnastics up there, and at that time there was no volleyball team, either. Softball and basketball were the major women's sports then.

I can't remember the figures, but our budget was very, very skinny. Our scholarships, when I first started, amounted to three in-state tuition waivers. Eventually, I did get an out-of-state tuition waiver, and I eventually got an out-of-state full scholarship, but that came quite a few years down the line.

How did that compare to what the men's team was getting, as far as scholarships?

You know, I never made myself delve into those things. I wasn't one for asking Bob Fairman, "How much are you getting?" I figured we were making do with what we got. I know he had at least one out-of-state full scholarship, and I'm sure that he had three or four in-state scholarships to begin with, and then he got more out-of-state full scholarships.

I think we were allowed five full scholarships, but we didn't have them. That's what we were allowed, but that's not what we got.

When you had waivers rather than scholarships, it wasn't really money you could work with and move around?

No. We did do a lot of moving around of money, but it was usually taking out of the travel budget or the equipment budget or things like that. We couldn't do anything specifically with any of the scholarship money. As far as budget went, the athletic director didn't seem to interfere. I just told him how I was going to use whatever they said I was going to get, and that was pretty much it.

When I started as coach, the tennis program was very minimal. As a matter of fact, the only players we had were local girls, and we did very well with them, but there was no way that we could bring in anybody. The second or third year that I was there, I managed to get a southern California girl with an out-of-state tuition waiver. (Her first name was Becky.) Having one strong player seemed to help the rest of the team a great deal.

They've changed how they score tennis matches since I was there. It used to be that they gave the same amount of weight to doubles as they did to singles, but they don't now. The doubles do not get the same amount of weight.

We were strong in doubles for two reasons. One, I'm a doubles specialist, and the second reason was that because of the court situation that was about all we could practice when we were out using the courts at the same time that the men were. In order to utilize the courts correctly, that

was pretty much what we practiced. We pretty well counted on our doubles teams to win our matches for us. That's entirely different than what they go by today.

As we got more resources, that helped with recruiting. In the beginning there was no such thing as a recruiting budget. The only way I could recruit was if I came in contact with someone from a junior college that I had seen play, and that was one reason we would play junior colleges. They never counted in our win-loss record—they were always considered practice matches—but I could keep an eye out for the possibility of getting a player from one of those junior colleges eventually. So, every time we would go to Sacramento, say, we would also schedule a match with American River Junior College or Sacramento City College or Butte Junior College, and I did eventually get recruits from those junior colleges.

But we had no recruiting money. There just wasn't anything in the budget for that. If I had wanted to go to a big tournament to look at the players, I would have had to use my own money to do it. Mostly the recruiting came either through people I knew in California or other places, or I would get letters from girls who were interested in a college scholarship, not knowing anything particularly about our program or Reno or the university or anything else. It fortunately worked out pretty well in that I did get some nice players without my having to go and recruit them across the country. When we would get one strong player like Becky, it really gave our team a boost in that our local girls filled in nicely, especially doing the doubles schedule.

You mentioned the facilities problem. Do you want to talk about what facilities you were using and problems with upkeep?

At that time the university had six courts and oftentimes not in very good condition. Fairman and I had to fight a lot to get those courts refinished every once in a while, because courts in Reno just go bad very quickly with the winter and the soil conditions. But we had to use the courts together [the men's and women's teams],

and we never scheduled at home at the same time. We would always manage our schedules so that if we were playing a match at home, the other team would play a match away.

The court situation wasn't the best, but for the most part it worked out all right. I think since that time the courts have gotten in worse condition than they were at that time. They get pretty bad occasionally before they get fixed again.

Weather was an issue. Trying to practice during the wintertime was really almost impossible, and we would get out and shovel the snow off of the courts in order to get a couple of courts available to do any practicing at all. What was the MGM Grand at that time in Reno had five indoor courts, and occasionally they would let us

use their indoor courts late at night to practice after they were through with their heavy schedule. On a couple of occasions they actually let us use their courts for matches, if we were weathered out. Then also, we paid for a couple times when we had important matches and were weathered out of using our courts.

There were also two courts in the gym up at Lombardi, the recreation building. We would use those courts, but the surface was lightning fast, and we really didn't have enough room behind the base line. We would oftentimes practice in there in the wintertime, but we also actually played a few matches in there.

The rec department always felt that they had first dibs on anything for anything they wanted to



Elaine Deller-Tone (right) and the tennis team posing on the court.

do, as far as the courts were concerned, and that was always a point of contention. This was both the indoor and outdoor courts.

As far as scheduling time between the men's and women's teams, Fairman and I worked well together on things like that. You had to do it that way, or otherwise you would be at loggerheads all the time and for no good reason, because that's what the situation was. You just had to work around it.

As far as moral or financial support went in the Athletics Department, was it really Bob who helped you get things done within the system, or were there other people?

No. Fairman probably advised me a few times on moving money around from one account or another, but Dick Trachok would oftentimes help me on that.

How did the overall financial situation, beyond the scholarships and waivers, change for tennis during the time that you were coaching?

Not a lot. The biggest change was in what scholarship money I got, but we didn't get any big increases in travel or equipment or anything like that. We got probably what you would call bare minimum, and we just had to make it stretch. We ate one meal a day and purchased food or whatever, and other than that, we stayed in Motel 6, and we drove by van every place. The only place we ever flew was when we went to the National Independents Tournament in Greeley, Colorado. That was a special thing, and that didn't come out of our budget. That was something special that the Athletics Department paid for in 1982.

Was that still an AIAW (Association for Intercollegiate Athletics for Women) event?

Yes. We got the invitation, not knowing that we were even a possibility, but we had had several years of successful scheduling. We finished eleventh out of twenty-four teams, which we felt pretty good about, because at the time we

had one out-of-state player, and the rest were local girls.

There weren't a lot of southern California schools at that, because most of the independent teams came from southern states and Texas. I think there were a couple of southern California schools, but I don't recall who they were. There were a couple from Illinois.

Women's tennis did not go into conference until after I left. The men were in a conference towards the last, and we played all of the teams that the men played in conference, like Boise State, Idaho, Montana State, and schools like that, which was the Mountain West Conference, I think. But the girls never had a conference to participate in.

It probably made it a little easier in that we scheduled matches in northern California, primarily. We also played the schools that would come to us, like University of Montana, Montana State, Idaho, Boise State, and Weber State. Actually, we played University of Oregon two or three times, and Oregon State, Sacramento State, Santa Clara, UC Santa Cruz, UC Hayward, UOP (University of the Pacific), UNLV, and several of the northern California schools. We also went to the Ojai tournament once in southern California, which was an all-college tournament. Every time we would go out of town to schedule anything, we always scheduled at least two matches to make the trip worthwhile.

Was the men's team traveling about the same way that you were, or were they getting a little more travel funding?

I think they got more travel funding, but they were having to pinch pennies, also.

Do you think it's more an issue of tennis being considered a "minor" sport, rather than being a male-female funding issue?

Yes, I do. I don't think that they held back from the women strictly because we were women. I think it was just a matter of not having the funds. The men were in the conference, and they

were going for conference titles and that sort of thing, so I suspect that it was more because of the actual funding than the fact that it was the women's team.

Just to give people a sense of what the year looked like for you as coach, how long was the tennis season, and what did it look like?

After the first couple of years, we actually started practice two weeks after school started. Now, we wouldn't necessarily practice every day for the first month or so, but we got into it and did all of our practicing. We had no fall matches; the matches started in January. We would schedule places out of Reno—all kinds of matches in California—because our weather was very suspect at that time of year.

In February, I always held a round robin school tournament on President's Day weekend, and it was quite ironic. We never had to cancel any of those matches. We had a couple of times when schools from California didn't want to come up over the snowy pass so they didn't make it, but had they gotten to Reno, we would have played the matches outside. That was just one of those fortunate things, but, actually, most of the matches were done in the latter part of February, March, and April. It was lucky for me that that's kind of the way it worked out, but February can be a bad month, too—part of it at any rate.

When you were having these tournaments with the six courts here on campus, was that enough to keep everybody going for the tournament?

No. We would get a waiver from the city to use their courts on Plumas Street in south Reno.

For our season, we played probably somewhere between fifteen and twenty matches, counting our practice matches with junior college teams. The matches at the beginning of the season tended to be away. It was probably a 40/50 situation, with 50 being away.

The end of the tennis season was basically at the end of the school year or before that. As I say, we weren't in any kind of a conference, so

there wasn't an actual end, except when you ran out of people to play, which is what happened a lot of times.

It was a little difficult in scheduling a lot of matches, because teams didn't want to travel to Reno, and when we beat a couple of high-powered teams on their own courts, then they didn't like the idea of scheduling somebody that might not make their record look so good at home. So, it was a struggle every year to get enough matches that would make it worth while, not being in a conference.

When you switched from the AIAW oversight to NCAA oversight, did that impact when you were allowed to have your season start and what was done in the off-season?

Not particularly. We still practiced in the fall. Our season never started before January, as far as our match play was concerned, but we did practice in the fall.

Did you have any assistants or any other staff members for the tennis team?

No. Once in a while I would have good players from the community. Like, if I had an outstanding, number-one player who really wasn't getting the practice that she should have gotten, I would have outstanding players in the community practice with her. Then occasionally when my son, who was playing for the University of Alabama at the time, would come home on a visit, I would have him give the girls a clinic. They thought that was great fun, anyway, and he was an outstanding player. But that was the only thing; I had no assistants.

In fact, that's how I got to know Bess Drakulich, who took over from me when I left. I would have her practice with my number-one player, and she got interested in the program, and then I talked her into taking over from me when I left.

Now, when you mentioned your son, Bob Deller, he later coached at UNR?

Yes, he did. He coached one year there, I think.

You had mentioned getting some assistance from the local clubs as far as practicing. Did the men's and women's teams ever practice against each other?

No, we didn't. We always held fundraiser tournaments with the community members, and that way we had several of the stronger players in the community—the women I'm talking about—who would play with and against our women players, but that was just a tournament situation.

I know that a lot of tennis players may be on a team, but they will also compete individually for their individual rankings. Did you have any students that were doing that?

Yes. Not so much the local girls, but a couple of the girls that I had from California would also play in the off-season in tournaments.

Were any of them involved with some of the local tennis clubs, as well as the team, while they were in town?

No.

I just had a couple of questions about Title IX and what impact it might have had. By the time you became the tennis coach, it would have officially have been in effect for about five years. Was there any visible impact at UNR at that point?

Not that I saw. Like I say, it was in effect, but it hadn't filtered down to UNR yet. And I didn't question anybody on what their finances were or anything on any of the other teams, men or women, so I don't know how that came about. But as far as the women's team, we got the minimum of what it would take to support a women's program, period, and it didn't improve rapidly. Now, I don't know whether that was just the fact that the money wasn't there, or the fact that they made sure that the men's basketball and football

team got whatever they needed, and what was left was what we had to get along with.

How do you think the implications of Title IX were accepted on campus from what you could see?

I think it was pretty low key to begin with, and then as more became known about it and more people got to experimenting with how far they could push it, I think then it perked up some attention. I'm sure there were a couple of the women's coaches that kept pushing for a lot of the funds that they felt they should have coming to them.

Do you think there was more of an emphasis as far as what the teams were expected to do? From the time you started to the time you left, do you think there was an increasing emphasis on being competitive?

You know, I never had that feeling. Now, once the girls got into a conference I'm sure there probably was, but not being in a conference, not having anything to work towards, I don't think they paid that much attention to what the consequences were. But once the girls got into conference, then I'm sure that they wanted to show that there was going to be some improvement there.

What about in the community? Do you recall any problems with boosters over Title IX?

No, not any problems with it. People were oftentimes quite surprised that we didn't get better funding than we did, simply because we had a winning team—always had a winning team. The only way they would come in contact with us was by participating with the team in these fundraisers and whatever they read in the paper, which was zilch, practically. They are still fighting over that. [laughter]

Did tennis have a lot of support from boosters, either within the tennis community in town or parental boosters?

The tennis community was very good support. They would come out and watch the girls

play plus help with our finances, and they were always asking questions about our matches and how we were doing. Then they would say, "How come you didn't get anything in the paper today?" after a weekend of matches. It wasn't because I didn't call it in. It was just that sometimes they didn't get it in the paper, but the community was always interested and supportive.

Were there any particular people who were especially involved in supporting tennis in the community?

There was Pat Condron, for one—she doesn't live in Reno anymore— and Will Chism and Sherry Sinnl. A lot of the Reno Tennis Club people were always helpful and participated in our fundraisers.

We would do public clinics or tournaments with the girls. We did something where you would bid to play with a certain player, and specific things like that, always connected with tennis, and every penny counted. All of that would bring in a few hundred dollars.

We were talking a second ago about the visibility issue. Do you think that early on, at least, the issues with visibility were for women's sports in particular or for the minor sports more generally?

I think for the minor sports more generally. What I'm talking about is recognition or even information from the local newspaper. That was always a difficult problem, because they never came to us and asked us what we were up to. They always waited for us to call them. Even when we would be away for matches, I would have to call them at the end of the day and tell them what our scores were and how the match was played and all. All we ever got usually was some sort of a little blurb in the box scores.

Did the men's team ever manage to do any better than that?

Not much more, no. In fact, Fairman got to the point where he wouldn't even call in anymore. But we did put the pressure on a little bit. I

remember having a meeting with Steve Sneddon and Dick Trachok and Fairman and I, and they only had one reporter ever at the *Reno Gazette-Journal* that knew anything about tennis. He did a terrific job, but unfortunately he went to bigger places.

We did have a couple of feature articles. One was that I had recruited a tournament friend of mine who was actually two years older than I was, and she was at that time, from what I could find out, the oldest college player on scholarship in the country. She was probably 52.

She just came back and took some nursing courses. Mainly what she wanted to do was to play tennis on a college team, and she did very well, actually. It was kind of humorous in that she would walk on the court, and the girls would stand around and stand around, thinking she was the coach, and they would say, "Where's your other player?"

"That's me." Her name was Mary Moore, and she was out of Carmel, California. She only stayed for one year and then went back to being a nurse and living her own life. She would have played about 1979.

We did get a great, big article in the paper about that. And all the articles that we did get, even the box scores, I had put in scrapbooks, except I don't know what happened to the scrapbooks, because I left them in the office in the file cabinet. Probably somebody just got in and cleaned out stuff, and that's where they went.

In the late 1970s and early 1980s there were a number of Title IX compliance committees and planning reports that came out. Were you involved with any of those self-studies?

No. No one ever asked me anything about it.

You left your coaching position in 1984 then?

Yes. I felt it was just time, because I hadn't planned on making it a lifetime career when I went into it, and I certainly wasn't getting compensation enough to worry about it. It was just time. I was getting a little tired of some of the peculiar things that go on. Kids of that age think

they are so grown up, and yet they don't want to take the responsibilities of being a grown up. I had come in contact with Bess Drakulich, and she was an outstanding college player from southern California, came from a tennis family, and was very interested in the women's program. I figured I had things in good shape to turn it over to anybody, and she was there, so I turned it over to her.

She only stayed for one year. Her husband and she moved back down to San Diego after that, but at the time she took the coaching job, I don't think she anticipated that.

Apparently they must have had a difficult time finding anybody to come in and take the program after that, because they turned it over to a girl who was a trainer at Gold's Gym and really didn't know much about playing tennis, let alone all the other stuff that's involved in it. She was actually there for a couple years, but I don't think she was very highly qualified for the job.

Her name was Betty Manning, but she was not a qualified tennis player, nor had ever had any teaching or coaching experience, and I think it might have been a little more than what she had anticipated. I don't know whether she left or whether they found somebody else. I think after that Kurt Richter came in, and he took both the men's and the women's program.

What kind of training regimen did the girls have at that point? Were they doing particular types of workouts, or was it just practices?

We always did running, and we did on-court drills, plus playing and practicing. I used to get amused at Fairman, because my girls would be out running and jogging, and I would say, "Aren't you guys going to get out there and run today?"

He would say, "No, I'm going to make them play themselves into shape," which is one way of doing it, I guess. [laughter]

Looking back, what improvements do you think you made over the years?

Just the fact that we got to be a viable team and had the winning record using local players. Now

circumstances changed in that we finally were able to get one or two strong players who were out-of-state people. Reno is not a place where you develop very many really strong tennis players because of the weather situation, and at the time there weren't that many indoor courts. We did actually develop some good strong players, but they always went off to other colleges, which is typical.

I felt that we did a good job in utilizing the people that we had and coming up with a winning record, and the girls were always anxious to come back. Then when we would get one or two strong players in, which helped the girls in their positions, we did make it into a viable program.

Are there any other ways you think the program had changed from the time you first came on as coach, either through something you did or through the additional scholarships?

Undoubtedly, the additional scholarships were huge. I don't know if they've even got any local players on their teams anymore. I know there have been two or three girls that did well that were local, but most of them are from out of the country, let alone from out of state. I'm sure that the scholarship situation has made a huge difference, and, obviously, they have a budget now for recruiting, and they have a pretty decent travel budget and equipment budget.

We had a very low equipment budget in that the girls had to supplement a lot of their own shoes and racquets. We only had a limited amount of money to do things for them like that. I had some racquets that were donated from companies or that I would get free for some of the players, but not for everyone. I think I could allow each girl two pairs of shoes a year, and the uniforms were always minimal. We had just the shirts and the skirts, and sometimes we had warm-ups, but not always.

Who were some of the players that you remember that were memorable for either their playing skills or for their attitude?

Well, you know, a lot of the local girls are still right there in Reno. In fact, I play tennis socially

with two of the girls all summer long that were on my very first team. That's Carol McElroy Silika and Alice Moy. Carol actually played number one for me until Becky came in. Then there was Sherlynn Irving. She was a girl from Alameda who was a very good player and captain of the team.

When I left there was Kathy Brodrick. I had recruited her, and she was the junior college champion of California, and she was an outstanding player and personality. She immediately walked in as team captain, so a very terrific kid.

During the time that you were there as tennis coach, the presidential situation changed, and Joe Crowley came in as president in 1979. Did that have any visible impact, as far as you could tell?

Well, I'll tell you what the visible impact was. He would come and watch our matches sometimes. [laughter] That was pretty unique. When you said "visible," that's exactly what it was. I don't know that there was any pressure as far as Title IX or anything like that, but just knowing that he would take the time to come down and watch some of our matches was quite a neat thing for the team. They always tried harder.

We were talking about fundraising a little earlier, and I was wondering if there was any fundraising for women's athletics overall, or at the time you were there was it pretty much all by individual sport?

I remember some things that I think took place right after I left for women's athletics, but I don't actually recall any particular thing while I was there.

I just wondered if you got any support from the AAUN (Athletic Association of the University of Nevada) group?

No. We didn't get anything from them.

I'd like to ask at this point if you have any final thoughts either on the development of the tennis team or women's athletics at the university or even

just more broadly, anything about your coaching years that we haven't talked about that you'd like to bring up?

Well, like I say, I was involved in athletics from the time I was in the second grade, and I always felt I could do just as much as the boys could do. In fact, I could run faster than any other boy in my second-grade class, so I always felt that I should have gotten a little bit of attention for being able to do those things, and I think most girls who are athletic and come along think in the same manner. If they are capable of doing these things, then why shouldn't they get the support for it, along with the boys that get the support?

Now, there aren't too many women that come to school on athletic scholarships, but as long as they're going to have the programs, then support them in the manner that they need to be supported. Otherwise, don't have the programs. It's kind of silly to have a program and expect them to do well if they don't have the support it takes to get the job done.

I think they have done a lot for the women's athletics up at UNR in the last few years. They seem to have some good winning teams, and they don't seem to have a lot of problems with them. Usually in women's athletics you'll find that the women athletes are superior students also, so I think it's a matter that you're giving them support not only in the athletics, but also they're turning out some good students.

Because tennis is one of those sports that tends to attract good students, were you able to sometimes get academic scholarships in place of athletic scholarships?

Occasionally, the girls would, on their own, apply for the academic scholarships, and some of them were fairly successful. I always encouraged the girls to see what scholarships were out there, other than their athletic scholarship, which they did. They didn't necessarily tell me whether they were successful or not.

Is there anything else you wanted to discuss?

No. I would not have given up the experience for anything. It was certainly enjoyable, I had fun doing it, and I have kept in touch with many of the girls since then. I had one girl from Sweden—actually I came by her accidentally—and I still keep in touch with her. I went to Sweden to visit her and her family one time. She was the first international student for the women's tennis team, and her name is Jenny Larson.

It was a very nice experience. There were a lot of problems to solve along the way, but there were a lot of helpful people, too, that jumped in and tried to help. There is a definite value to the women's athletics up there, so I hope nobody ever loses sight of that.

MARIE STEWART

Marie Stewart: I was born in Reno, Nevada, in 1960. My parents, Grace and Joe Dendary, were immigrants that came from the Basque Country in 1958, I believe. They migrated to this country for the American dream, in essence, of owning their own business and becoming more successful.

Allison Tracy: Were they at all affected by Franco and everything that was happening over there at that time?

No, just the war with Germany and everything. When they were young kids they recall the Germans coming in and making them eat sawdust and different things, so they were involved with that indirectly, but that had nothing to do with them coming to the States. It was a dream of theirs that they had had for a very long time, and they were able to make it possible.

I have an older brother, Jeano, and a younger sister, Yvette. Growing up, we lived off of Knight Road, which is right over by Caughlin Ranch. We actually leased Caughlin Ranch with another family for the Caughlins throughout our childhood. We basically took care of their ranch for them and were able to raise our own animals, and we took care of all their fields and haying season. We grew up on their ranch.

For grade school, I started out at St. Thomas Aquinas, which was a Catholic school, until the fourth grade, and then I went to Hunter Lake Elementary School.

What kind of activities did you do as a kid growing up?

We really got into the Basque culture. We learned how to do all the folk dances and got involved with a lot of groups in that respect. We went to a lot of the picnics. The Basque people are a very friendly and fun-loving culture, so we went to a lot of homes on weekends and just had big dinners. We played some sports. The big joke with my husband and I is that I saw my first Disney movie when I was nineteen years old, because it's just not something that we really did.

When do you remember first getting involved in sports?

I was probably about nine years old, and I signed up for the Miss Softball America Program, which was like a Little League for girls at that time. As I grew up I had my older brother, and the family that we leased this ranch with had six kids (the first four kids were boys), so I played



Marie Stewart

basketball, football, and all that stuff with them all the time. Growing up I was pretty much a tomboy. That's where I first got exposed to sports.

When do you remember first being on a basketball team?

Basketball itself was not until in junior high school when we actually played a four or five-game schedule. That was the first time that I was introduced to the sport. It was six-person basketball at that time, where you had a couple rovers, two defensive people, and two offensive. As a rover you got to run the whole court, so it was very ancient. [laughter]

Where did you go to middle school and high school?

Swope Junior High School and Reno High School.

When you got into high school, and previously to that, what was the status of women's sports?

I think a lot of it would be considered intramural sports at that point. We would play other schools either at the lunch hour, or we would get out of sixth period and it would go into the end of the day, but never after school or at night. So those were my freshman and sophomore years, and then my junior year it actually changed dramatically.

I'm not quite sure what changed, but all of a sudden, around 1976 to 1977 women's athletics was able to become part of the high school athletic program. We actually played other schools, and it was the first time we had zone and state tournaments. So, it was just a time when the state decided that women would play with the same model as male sports.

Besides basketball were there any other sports you were involved with?

Softball and basketball were my two. I played volleyball, but the other two just proved to be truer loves for me than volleyball.

Do you remember any teachers or coaches in high school who really stood out for you?

I remember my basketball coach, Ken Fujii, from my junior year in high school. What I really remember are a couple of the female PE teachers that we had my freshman and sophomore years. They were just very into girls' sports, and you could tell that they really took an interest—they were trying to form leagues and other things. I'm not sure how it all turned around my junior year, but Ken Fujii was my first coach, and he's the one that taught us what basketball was about. Ken Fujii was a teacher, also. A health and science teacher, I believe.

Outside of athletics, what kind of organizations or activities were you involved with in high school?

My parents owned their own business, so we were pretty occupied with that a lot of the time,

as well as with the Basque club organization and folk dancing. My sister was four or five years younger, so I started coaching and helping out with her softball and basketball teams. I think that's where her interest first peaked. [laughter]

How did your parents view your involvement in athletics?

They always had a hard time understanding that, because in a lot of Europe, especially in the Basque country, they were done with high school by the time they were fourteen years old. Then they went on to a trade school, which they graduated from at sixteen, and then to a four-year college at eighteen. They're very hardworking individuals, so they couldn't understand why at the age of eighteen I went on to play college basketball. My father was like, "What are you doing with your life? You're not doing anything with your life." So, trying to explain to them what a female going to college and getting a scholarship meant was a tough sell for them. I don't think they ever truly fully understood it, but they just learned to accept it and realized that we weren't just messing around and not doing anything with our lives.

While in high school, do you remember what it was like after the teams became organized?

Sure, it became a lot more organized. I don't know if you'd call us the trendsetters, because there were many successful female athletes before us. I can only speak for my time, but we were one of the first teams to win zone in this area and go to a state tournament (where we didn't do so well). The following year we only lost by, say, ten points instead of sixty points, so we really came a long ways in a year. Really, we were just able to give others behind us more of an advantage.

At that point was there any discussion about Title IX?

Title IX didn't hit me until probably the end of my junior year, beginning of my senior year

in college. In fact, I was one of the people that Title IX came in and interviewed my senior year.

Besides basketball and softball, were there any other team sports in high school that you remember for women?

Oh, yes. There was volleyball. Soccer was nonexistent. It was pretty much just basketball, softball, and volleyball at that point. Track and field was big, too. It was probably just those four. I don't really recall golf or tennis or soccer. The ROTC program had the rifle teams, but really, at that point we didn't know it was a team. It was just that they were in ROTC. Now I do understand they were a team.

What other high schools were in Reno at the time?

Wooster, Hug, Sparks, Reno, Manogue, Carson. Douglas was not. McQueen was not built yet, and none of the valleys were either. That was about it. I think there were six or seven of us.

Both with men's and women's sports, was Reno one of the more competitive high schools?

Yes, very competitive.

You mentioned that your parents had owned their own business. What was that business?

They had the Basque Bakery for about twenty or twenty-one years. I think it was that long. So we grew up in the bakery, basically. We had to ride our bikes at five o'clock in the morning at the age of ten to get there and help out during the summer. It's just what we did. It's how my parents worked, and we were all a part of that. I look back at that now, and it gave me some great skills.

Are there any other thoughts, memories, or experiences in high school that you remember and would like to discuss?

There was one incident that happened that I thought was rather funny. I think because it

was a female sport it received a lot of publicity, and people overreacted to it. It was a game with us versus Hug High School. Some of the girls on our team knew some of the other girls on Hug's team. (I don't know if that was through summer programs or something). There appeared to be some kind of feud going on between two girls on our team and two girls on their team, so towards the end of the game, one of the girls from Hug slapped one of our girls. There was an ensuing little—I wouldn't call it a riot—one-and-a-half-minute slapfest of sorts. The weird part about it was that some of Hug's fans came and started attacking some of our players, so we tried to get downstairs.

That was a really bizarre thing for me, and I was just trying to get everybody pulled apart and play the peacemaker to an extent. Of course, I was one of the ones that got my picture in the paper for being involved with the *mêlée*. It was rather funny. Our next two games we actually had to play behind closed doors with no fans, only the coaches and our team. I think that was just a very strong overreaction, "Oh, my gosh, girls are getting in a fight with sports." It was just such new territory, I think, for everybody. It was just funny because we were in essence locked down when we played these guys.

People though, "Oh, God, they're going to start fighting now!"

Yes, and it seriously was this slap thing. The game was a little physical because they started a little bit. There were scratches and a few punches and things thrown, but that was just part of the competition. It was a rather interesting experience, I think. [laughter]

In high school did you ever run into negative reactions from people for being an athlete?

Even in college, our male counterparts on the teams were very supportive. At the time, they probably were more impressed with what we were doing than what we noticed, than what we even thought we were doing. We thought we were just

going out there and playing sports. Years later, I talked to some of these guys, and they said, "Wow! Did you realize what you did back then?" We just didn't think about it because it was our life, and our time, and our world that we were living in. We didn't realize it was a stepping stone.

When you were in high school, were you being recruited by UNR at all?

Yes. I actually was being recruited by six different colleges. There was the University of Idaho, College of Southern Idaho, Montana, Montana State, UNR, and I believe it was UNLV. I can't remember. I was being recruited for either basketball and softball or just basketball, so some of the schools wanted a two-sport athlete.

So what did UNR have to offer?

It was a time where my father was sick, so I wanted to stick around, and it was just an opportunity here. I had no concept of what playing college sports would be like because it was just not something that my parents knew. As I started progressing a little bit more at the end of my junior year, beginning of my senior year, a friend of mine got a scholarship to a college in Idaho, so she would write back and forth. I thought, "Wow, how cool is that," and really came into my own my senior year in high school. I shocked myself with how well I did, actually.

Was college something that you always thought you would do, or with athletics did it seem like something you might be interested in?

Athletics totally drove me to college. Otherwise, I know I would have never gone to college. Athletics certainly gave me that opportunity.

Was it just not something that you had considered for yourself or was there a financial reason, or both?

It was probably a little of both. As I said, we never had a concept of college. We knew there

was a college in our town, so we went to some of the games at times. But for us, going to college wasn't even something that crossed our minds.

But you did receive a scholarship to attend UNR.

Yes, a full ride. At that time I don't even remember how much the credits were, but they paid for all of my classes. They didn't pay for books, though, so it wasn't full.

Did they cover room and board or anything like that?

They would have, but I was in town, so I just stayed at home.

Do you remember if the other women on the basketball team were on scholarship?

It depends what year you take a look at. Out of my first year there were probably seven out of thirteen of us on scholarship with varying levels. Some only got partial payment for their fees, but there were more that were considered walk-ons, probably.

So the fact that you had received a scholarship at all, but also a full ride, was pretty unique at that time?

Yes. That was a very unique thing at that time. I was our coach's first female scholarship, so that was a big deal to an extent for him. They were able to use that as a motivation, I guess, for other athletes following behind us.

Do you remember if there was a limit or a difference between what was available for in-state people versus out-of-state people?

There was a difference, obviously, because of room and board, but I don't think it was real extensive. They received more because they would have to pay for their rooms, but it was pretty close. The in-state at that time did pay for our schooling, so it's not like anything had

to come out of our pocket other than books. So they were fairly comparable.

How competitive do you feel the team was while you were at UNR?

Very competitive. We just had such a great opportunity to play a sport and do things that we truly loved. We weren't really thinking about what we were doing at the time, if that makes sense. There were a lot of great athletes before me that truly played just so they could play, like Bridgett Galvin, Cindy Rock, Regina Ratigan, Ellen Townsend, and Pat Hixson. They would play three sports even in college, and when I came to college it was one of the first years that they said, "Pick a sport." So these guys were like three-sport players, and playing throughout the whole year. They were extremely competitive.

How much time and money do you remember was being put into recruiting?

I don't think a whole lot. It's hard to say. When I played, women's sports were there, but as I said, had the trendsetters I mentioned before not been so successful (they had actually gone to some of the NCAA tournaments), I don't know that we would have. That certainly was a betterment for us. But as for what the true value was, or how much was really put into that, I don't believe it was a whole lot.

When you were being recruited by UNR in high school, what did that entail?

Just coaches sitting in the stands. They didn't even really talk to us. I didn't even know half the time that they were there. Then all of a sudden my coach got a letter saying, "Hey, these people are looking at you." I had no idea that was even going on—none whatsoever. I was very surprised, especially with the number of offers I had. UNR in itself was a great opportunity, but to have five other people interested, I thought, "Whoa, what's going on here?" [laughter] It wasn't something that was that common at the time.

What was your first impression of women's athletics when you got to UNR?

I remember coming to watch a game my senior year. Cindy Rock had scored forty-five points that game, and Regina Ratigan had scored almost thirty, and Ellen Townsend, had close to eighteen points. I thought, "Wow! I think I can actually play with these guys?" I was so amazed because they scored so many points. It was really cool being able to have the opportunity of going up to the next level, knowing that it was going to be harder, but still totally being able to fit in and actually contribute—I was able to start. Before, I thought, "Whoa, what am I doing?" Then once I got there I thought, "I can do this. I just need to work harder." [laughter]

Do you remember what other sports were available for women that first fall?

There was gymnastics, softball, volleyball, basketball, and tennis. I'm trying to remember if some more of my friends played other sports. I don't recall any other sports at that point, but we all had our little groups we hung out with. It was those other sports we all hung out with. There was no soccer, no golf.

Was there a community among the women athletes at that time?

Absolutely, and even with some of the male athletes. We had our following. The time I played basketball was the era of Edgar Jones, Johnny High, and Michael "Fly" Gray. They came to every single one of our home games. They were true supporters of us, so we had a good camaraderie with them, also.

Were there ever tensions with playing times, practice times, facilities, or anything like that?

Never anything like that. We were totally in the Old Gym. That's where we played all our games and sports. Towards the end of my senior year, once in a while we would get to play at the

convention center where they would put the floor down. We would play before the men, but there was never the tension that we took the gym away from them. I don't recall a time where we weren't supported. We didn't have a lot of fans, but among the male athletes, I don't remember ever getting ridiculed.

What about community support outside of athletes on campus?

I don't think it was real well-known. We would probably average about 200 people at our games. That would be mostly people on campus, but there would be our friends or our siblings' friends and some others who knew about it and got involved with it. It certainly wasn't publicized, though, and they weren't large events.

My mom would go to my games, but my dad worked nights because of the bakery. Did she understand half of the game? No, absolutely not, but she was there cheering and doing whatever. She got into it a lot more with my younger sister because I think she understood it more as time went on.

Did your parents have difficulty with language or acclimating to the culture?

Yes. They got ridiculed a lot. My dad had a brother here in Winnemucca, but that was it. It was difficult. I think a lot of it was that people knew they were foreign, so they did things to them. They were a very easy target, and they took advantage of them.

One of my mom's favorite stories was telling about how she was working in this restaurant. She thought she was learning all this English, and my dad had been here a couple years before, so he actually knew some. She went home and started telling him all these great new English words she learned. They were swear words basically, and he said, "They were playing with you." But they knew this was part of what was going to happen. Within five years they got their immigration papers, and they became citizens. But, yes, they went through that.

Even later when they had the bakery with partners, you could tell that the partners—or even just the accountants—were really trying to manipulate them. Fortunately for us, my older brother and I, we picked up on some things like that and were able to say something. So it didn't happen much, but it was always there.

Being Basque, was it helpful to have such a large Basque community in northern Nevada?

Absolutely, and it truly helped us understand the culture, because my parents came from the Basque Country. We were raised basically as American Basques but totally understood the Basque culture, languages, dances, the folk culture—the whole thing. We knew exactly what Basque was, so it totally benefited us in that respect.

Who were your coaches at UNR over the four years?

My freshman year was Cindy Metzger, and she probably was the best of my four coaches. She was actually a field hockey coach from Michigan. How she managed to come to Reno, Nevada, and coach our basketball team I'm not sure, but she was very skilled. She was an excellent coach. Her assistant was Caprice Rupp at the time, and they were all the women's coaches of that time. Cindy ended up being Caprice's assistant when she was the volleyball coach. Pat Hixson was then the softball coach, but helped with other sports. So they were one head coach and an assistant coach, and they'd migrate sports a little bit. They were intertwined in that respect.

Then my sophomore year was Dick Purcell, who actually was a coach of Olympic track athletes—I believe Tony Darden was one of his Olympic athletes. He became our coach and was not quite as skilled, or very unskilled. When he left, Cindy Rock and Regina Ratigan, who were players from two years before, became our coaches, because they were just in a quandary and needed a coach. They did very well. They understood us, but it was very difficult for them, because they were also friends of ours. Then my

senior year Julie Hickey was our coach, and I think she came out of Stockton.

Do you remember why there was so much turnover?

I have no idea. The most difficult part was proving yourself year after year, over and over again. I think a lot of it was because we were not in a conference, and some of it was management decision. Why Cindy Metzger got fired after her first year when it was one of the first years in four years that we actually were over 500, I have no idea. None of us knew what happened on any of the scenarios.

How much support did you get from the university?

I don't think we received a whole lot. Like I said, the men's basketball team supported us.



Regina Ratigan

There might have been some folks that were on campus that got into the sports that I didn't really know about, so I'm not sure what that would be.

Do you remember what kind of budget the women's team had?

It wasn't a lot. I had to drive our van a lot of the times. We would take vans everywhere. I remember driving to a game in L.A., playing the game, and turning around and driving back that night. We would stay at Motel 6. We ate at Denny's restaurants. It was pretty minimal. [laughter]

When you had away games, how many people went?

We would have a van and be lucky if we got an extra car if we had two extra people. The majority of us and our coaches would be in a van. I think they were ten or twelve-passenger vans, but we drove everywhere.

I don't think the men were doing vans. I know that. They flew to some of their games and things, but I don't recall them really traveling like we traveled.

Was there a time when the men's athletics were a part of a conference, but the women's teams weren't?

The men were always part of a conference, but we were not. Somebody vaguely made a comment at one point in time that because of some infraction with the gymnastic squad we got kicked out. At that point I don't even know what conference it was. I believe it was the AIAW (Association of Intercollegiate Athletics for Women), but all four of my years we were independent, so we had to get people to schedule games with us. I think it was still just a couple years after I left before they actually got into the Big Sky, I believe.

I think that's where Title IX could have come in. My senior year they were, if you were willing to, doing exit interviews with us, asking, "OK, you're leaving. What have you seen really change in the last four years?"

Our response was, "Nothing."

We were asked all the similar questions like, "Do you fly to your games?" A lot of the same things you are asking. Again, our response was, "No, no, no, and no."

They asked, "Do you feel the scholarships are equal?"

That's a hard thing, because we don't generate revenue for women's sports, and I see both sides of that. I see that women should definitely have the opportunity, and there should be more scholarships and more opportunities provided. I also understand that with the men's sports, there's a demand that they produce a profit, and that they fill the seats. So, we never had that kind of pressure. So, how can you really compare? Plus all the exposure men's sports had, since they have been around forever, was a lot. Women's sports had not been around for so long. There were some great people like Babe Didrikson, a great golfer. In my time, there was Lucia Harris, and Nancy Lieberman from Old Dominion. There were just three or four female athletes that we really knew about versus male athletes.

Was that interview at the end of your senior year?

It was at the end of my senior year. It was a week after our season ended in 1982. And I'll be honest, my sister played softball up here on a scholarship four years after me, and I didn't see a whole lot of changes in that time, and that's just because I was directly involved with something like that.

Did you ever have trainers or tutors?

None of the above. We had a trainer at practices every now and then, off and on. No one was specifically designated to us, but there was a part-time trainer maybe, who never came to a lot of our games. If we got hurt, we'd go to the training room the next day or something.

Do you remember if the men had trainers?

Yes.

What was the condition of the Old Gym at the time that you were playing and practicing there?

It was fine. There were big drafts throughout. It wasn't something we thought was so despicable and so rundown. We used to joke at times that when you had those little metal heaters at the end of each basket, every now and then you'd run into one of those, and it'd be a little hot. [laughter] But we didn't think the conditions were deplorable at that time. Others would make comments about how the gym was always so cold because the windows wouldn't close.

Do you remember what kind of flooring you had for the basketball court?

It might have been wood, but I think it was clay, actually. I can't even remember, to be honest with you. I remember it hurt when you skidded on it, but that's normal. I know we used to hate going to play at the convention center, because it was a wood floor, and there were all these dead spots on the floor. You'd go to dribble the ball, and it would just die. [laughter] So, we always thought, "No, we'll stay in the gym." It wasn't asphalt or blacktop. It was a regular gym floor. I believe it was wood. I'm almost positive.

What other women's sports were also using the Old Gym at the time?

All of them: softball, volleyball. Those were the main sports.

Was there any locker space or anything like that?

We all shared a tiny, tiny little locker room. We didn't have a designated locker, either, so it was a free-for-all.

Did the various men's teams have their own separate facilities?

They shared the Old Gym with us. Lawlor was just in the process of being built, I believe, so they had their own locker room. It was a lot bigger.

They had their own weight room. We got to use it every now and then if we were lucky. They always got the times for spots for the scheduled practice times, but they didn't play their games in the Old Gym. We were the only ones that played there. They played at the convention center.

Did they get first pick at when they practiced?

Definitely. I only recall maybe once or twice that there really was an issue, and we had a practice canceled because they switched it. They just got the nod before we did. We didn't have to cancel practices or cancel half of our practices to accommodate the men's sports. It worked out quite well, actually.

As a student-athlete, did you serve as a representative to any committees or as a representative for athletics?

No. We were never asked for anything like that, but people knew that we were athletes and that we were going to college, and the majority of us worked, also. So I wouldn't say we tooted our own horns, but we did talk about it. People did know, but we were never true advocates. There was never a need, really. I'm sure if we knew of anything like that the majority of us would have done it.

How aware of Title IX were you?

We knew about it. I first knew about it when I was a freshman here on campus. It was gaining some steam with the government, and we knew a little bit more about it. Then our coaches would talk every now and then, but it was never anything that was so much at the forefront as though we were so upset because we were not getting the opportunities that men were. I know our athletic directors at the time, Dick Trachok and John Legarza, weren't really happy when all this came about, but still nothing changed.

John would joke with me at times, because he was Basque. He would always be teasing me about different things, but there were a couple

times we got into some pretty heated discussions about this. I felt as though—I don't know if it was chauvinistic attitude—he just certainly was not happy with what was going on. They're dealing with the dollars and cents of the world, thinking, "Men's sports produce this, generate revenue, do whatever. I know we have to have women's sports, but why this and that?" We would have these discussions all the time.

So Dick Trachok was the A.D.?

Yes, and John was the assistant. I don't think there was a women's athletic director at that point, but John did have the women's sports underneath him.

Did the Athletics Department ever ignore women's athletics, or even actively work against it?

I don't think they ignored it, nor do I think they worked against it. Even though they didn't truly accept it, they still truly tried to balance it, or to at least show that there were efforts in that respect. They could have done more, obviously, but they didn't say, "Forget it. We're not going to do this. We're going to ignore this issue." It certainly wasn't that, but it could have been a better effort.

Outside of basketball, how competitive were the other teams? How heavily were they recruiting?

Everybody was very competitive. Most of the recruiting took place in town, and a lot of it came from us knowing younger athletes and saying, "Hey, this person is probably pretty good." Even some of the student-athletes we did get from outside the state knew others, so I think that's where a lot of people got in touch with some of these athletes.

How many coaches did you have?

We had one coach and an assistant, both were part time. They were either grad students or just part time. The women coaches had to coach two

or three different sports in order to get paid a full salary. So, one would be a head coach for one sport and assist with the other.

So, some of the coaches were able to coach various teams to piece together a living salary.

Exactly. But a lot of our coaches had other jobs in casinos or other places to help supplement their income.

Do you think that Nevada is at a disadvantage in terms of having national competitions here because of gambling?

I don't think we're at a disadvantage, especially for women's sports. In fact, if you look at what the city has done the last few years bringing that volleyball tournament in during the summer with 10,000 kids, I truly don't feel as though that affected it at that point in time. But I'm also from here, so it seems normal.

Look at our football program. It's brought Colorado here and a lot of the big names. I'm sure it plays into it at some point, but I don't think it's very heavy. I don't think it's totally a determining factor for someone.

Do you remember what conference the men were in?

I recall the Big Sky, but I don't know if that's after I was done or not. They were Division I, I guess. There was Big Sky, the Big West, then we jumped to the WAC.

Do you feel football is the driving force behind a lot of decisions made in terms of conferences and so forth?

I think it used to be. Years ago we had such great baseball teams and then never got the notoriety. It was always football. Now basketball is extremely competitive. I see the shift, but I would definitely say football was the main driver for many years, especially here. Maybe that was because of Coach Ault being a coach for so long. But when I was playing, Coach Scattini was the

coach, so it wasn't even Coach Ault. That's how long ago that was. [laughter]

I realize you may not have an answer, but is football a big revenue-making sport, or does it maybe even out with as much money that's put into it?

I think football is one of the most expensive sports just from the equipment aspect itself. Do they truly generate what they spend? I say yes and no. There are a lot of times when they don't generate the funds they're supposed to have, and another sport will pick it up. I think a lot of it depends on what area of the country you're in. Like in Nebraska, for instance, football is it. It will be it for 9,000 years. Nebraska's basketball program probably gets very little notoriety, but I don't know. I think football is a tough thing. I think a lot of times it's a break-even sport because there's so much. You travel so far, and you have so many players. You have to feed them all. I don't know. I think it's closer to a break-even than really revenue-generating.

Is basketball an expensive sport?

I would say no. I wouldn't say it's as expensive as football—it's not nearly as expensive.

What equipment did you have, and what was the upkeep on it?

I had the same uniforms for four years. They were the sleeveless little polyester things that we had forever. There is one thing I remember was that we were so excited about. My senior year Pony actually gave us a contract for our high-tops, so we each got to pay half price for a pair of Ponies instead of full price. We thought that was cool because we never had that. A couple years we paid for the sweats if we wanted sweats, and then two years we got the sweats, just warm-up type things outside of the uniform. I think they just decided one year to do it, and we found someone to do it.

At that point, what do you think the overall condition of women's sports was?



Members of the women's basketball team posing in their uniforms.

For us, we thought it was great, because we were given an opportunity to do something beyond high school, and to do something we totally loved. We did it because we loved what we were doing. The education part of it was great. Don't get me wrong; it was fabulous. I was able to get a double major, because I got a scholarship for college, and there's no way I would have gone otherwise.

It bothered us to an extent that we had to drive everywhere and that we ate at the same places all the time. There was just nothing different. Breakfast, lunch, and dinner was your Motel 6 and Denny's restaurant. They certainly had more advantages than we had, there was no doubt. As I said though, how can you dispute that? We're not revenue-producing, and they are, and they have boosters that would help them with certain things. I don't recall having a set of boosters that

were strictly for women's basketball at that time. They may have been there, but I don't recall meeting them.

If women's basketball was making more revenue, do you know if that would have gone directly back to the program, or would it have gone into the general fund?

It would have been put into a general fund. We wouldn't have received those dollars.

In college, besides studying and playing basketball, were there other things that you were involved with?

All of us had jobs. I'm not even sure if it was within the NCAA rules, but we all worked at least twenty hours a week. A lot of us also coached or got involved with the women's sports in the high schools. We all played intramural sports ourselves, so we got pretty involved with the community. I recall talking to junior high students and coming back for my coach at Reno High to show the students that "Hey, she got a scholarship. You can do these things." He would ask us to come in and do talks. We coached a lot of summer programs for Miss Softball America and things like that. I think we gave back mostly in the sports arena but we would go to anything. We would go read to some of the kids at school.

Do you think that benefited the status of women's sports?

I think it had to have made an impact at some point. How large that impact was, I have no idea, but it certainly did. The icons we knew, Lucia Harris and all those guys, we saw them once in a while on TV, or we got to go to camp. Actually, I saw them all at the Pan-American Games in Squaw Valley one year and thought that was cool. But here we were local athletes and local flavor. We were real, and we did come into the gym. They could see us, so I think that helped. We would try to take some of the kids to the games, or ask our coaches if we could bring them to a practice. We would do things like that, and I think it definitely helped.

I don't know if the NCAA would allow this or not, but was there any involvement in recruiting?

No. If we saw someone, we could tell our coach. Never did we go up and say, "Hey, did you know you could play college basketball?" You would have a one-on-one conversation if you were working with some kid. We coached at a lot of the camps in town and would talk to some of the girls like, "If you keep practicing . . .," but never actual recruiting.

Who were some of the leaders and the stand-outs on your team?

Definitely Cindy Rock, Regina Ratigan, Pat Hixson, Ellen Townsend, and Lynn Barkley. All these gals were three-sport athletes, and all of them were very good. There's no doubt that they were certainly role models. They were just very talented, very skilled, and did very little complaining. Those were the top five that I truly remember, and they played all three sports.

How long was the basketball season?

Seven months long. We'd start training in August. I tell you, by the time February hit, you were just deconditioning because you were in such good condition, and that was probably the toughest month. It would usually be early August to middle to the end of March. August was a lot of conditioning and getting to the gym. Practices truly started in October, and mid-November games started, so November through the middle of March you had games.

We weren't in a conference, so we just took games when we could get them. So, it could be a Monday. One week we could play five days a week. For games it just depended, but practice times were always about the same in the afternoons.

How much was expected of you in terms of conditioning during the off-season?

A lot. If you want to play, get yourself in shape, which is how it should be. It was easy for

me because of the work ethic my folks instilled in me. When I was ten years old, like I told you, I was riding my bike at five o'clock in the morning to my parents' bakery. We lived over by Caughlin Ranch, and the bakery was on Moana Lane. We didn't even think about it; you just hopped on your bike and rode in.

Did you guys have any rivals or any big games?

I recall Sacramento, San Francisco State, and Chico State, those three. Chico was probably the biggest rival of all.

In having to schedule games every season, were there the same teams that showed up every four years, or for more than one season?

Yes. I would say Chico State, Sonoma State. Sacramento always put us on their list. San Francisco State did. I don't recall one time ever playing Las Vegas—not once.

How spread out geographically were the different colleges you'd play?

We didn't have a big budget. We would play Sonoma State, maybe go to San Francisco State, and then come back and hit Davis, or we would play Davis and Chico at the same time. So they would try to lump them closer together. The majority of schools were in California. We could play Monday, Wednesday, and Friday. You could drive and play Monday, and then Wednesday or Thursday you'd play Chico State, then Davis on the way back.

Was it hard to try to squeeze in the games and hit schools on your way down and way back?

I don't think it was difficult. One thing I do recall, though, is I think it was difficult for some of the professors. With us being female athletes, they didn't accept the fact that we were going to be gone, and that we needed assignments. I had an instance with an instructor once where I was called out for being a women's basketball

player. We missed the first day of school when winter break came back, and I remember for like forty minutes this person just ridiculing me in the classroom, "Oh, you're a female athlete." I would say that was probably my only experience of total non-support, and that person is still on this campus today. [laughter] Someday I'd love to have the discussion, but it's just been so long, and it's probably not worth it. One would hope we all evolved.

Certainly what you've gotten out of athletics is . . .

Far beyond anything they could have said, yes. It truly benefited me in my life, that's for sure.

How many games a season did you play?

We were always between thirty and thirty-six probably. We would get at least thirty games in.

So, even though you weren't in a conference, it wasn't completely difficult to schedule a full season.

Yes. It's not as though we got ten games. Somebody did a great job of getting us games, because a lot of it was at least thirty games. There always seemed to be just a few more away games, but it was pretty close. It was pretty comparable. I would say about 60/40 away versus home.

While you were at UNR what did you major in?

I got a degree in education and then a business degree. It was before managerial science. Then just a few years back I got my master's in higher education administration. It's through education leadership.

For you, being an athlete provided a college education that you otherwise wouldn't have had.

Right, huge opportunity.

Do you feel that it was the same for a lot of your teammates?

Definitely. Even today, I tell all the young athletes, or even the young female students that work here, you have to have a college degree, especially as a female. I'm not one to say that because you're a female, and you don't have the opportunities, but you really open up a lot of doors for yourselves by getting a college degree as a female.

What did athletics provide for people of color that they otherwise may have not had?

They were given the same opportunities, or maybe they were at the same disadvantages. I don't recall that they were given any preferential treatment. We accepted them as part of our team because they are our teammates. They were great people. One year I think we had five or six African-American female athletes on our team. Thaxter Arterberry was a cousin to two of the players, and one of Sam Mosely's sisters was on the team. With some of the male athletes that were playing on the men's team, it was their younger sisters or their cousins on the women's team. I think that's how we were able to recruit them, in all honesty. To say they received advantages, I don't see that.

I don't know if they would have received advantages, but looking at the time from the late 1970s to the early 1980s, and there was the "disadvantage" of being a woman.

Yes. Right. I understand where you're going.

And in terms of the racism within society, I wonder if athletics helped students to overcome that.

That was by far the strongest representation we ever had, and it was pretty much for that one year. I think only two out of five came back my senior year, so I'm not sure. But that was by far the strongest representation of diversity that we had.

Was there anything that you remember being done to change the lack of visibility while you were there?

Not that I recall. The only thing that helped us is that we all hung out in the same place at Lombardi or on campus, and hung out in a lot of the same places off campus, like the Pub N' Sub. We're talking to all the teams a lot of times. All of us were very close, and just a lot of us were promoting ourselves to an extent. I don't recall any promotional efforts in the community.

Do you remember how the NCAA affected what you could and couldn't do as a student-athlete?

If there were regulations at the time, we didn't even know it. So, we may have all violated them, but we had no idea, because we never got written up for anything. With the whole drug testing thing, we never were drug tested at all. There were no tutoring centers. The campus didn't have any of that. We didn't have special advisors for just athletes that would take us and try to make sure we were on track with our classes. We were pretty much on our own with all that.

Do you remember there ever being a clash between the NCAA and Title IX requirements, or maybe them complementing each other in a certain way?

The only thing I remember, which was probably about six or seven years after my sister played, was the Athletics Department directors using Title IX as a reason to get rid of the softball program. (Most of us know it was to get rid of the coach, who was very successful.) I'm not sure what happened at that time, but they were told they had to get rid of a women's sport in order to make them equal because they had to add men's track or something. It didn't affect me during my time, but that was one of the only times I truly recall something like that happening. There was talk that they had to give women's basketball one more scholarship, and I don't remember who got that. I think one of our players from Alaska that was a walk-on or something was given \$200 to show that we had five scholarships, but it wasn't very rampant. It wasn't an issue for us all the time.

Even though on paper it might have looked like you were working towards compliance, were there things going on that didn't seem to be in the spirit of Title IX?

Yes, I think so. Think about the time and the era. Some universities were going to be compliant, and some took the chance and said, "You know what, we'll just do what we're going to do, and they can come tell us that we're not." At that time—I don't even know if it happens today—I don't think anyone ever truly went to a school and said, "You are not Title IX compliant." I don't recall reading anything. It's been enforced more, I think, throughout the past ten years than it ever had. I don't even know if "enforced" is the word. I just think athletic administrations actually really quit making an effort to try to make this happen, because maybe women's sports are more accepted, and it's a different time in our country and our society.

Are there any other stories or memories you'd like to reflect on?

It could be part of the reason I'm on a college campus today. I love the young students, the fresh faces, the ideas, and I got my degree here. It's a great place to work. A college campus is a great environment for me, and had I not been exposed to that, maybe I wouldn't even have considered this as an option. Who becomes a college bookstore manager? It's not a degree you go for. You just fall into it. Certainly me being on campus with athletics, getting involved, following sports, and just being in Reno, just the whole atmosphere, was a part of it. My scholarship and my time here have put me where I am today—that's a definite—and it's my opportunity to give back.

Correct me if this isn't a proper assessment, but it sounds like there were inequalities.

Definitely. There's no doubt. Our mindset far outweighed the inequalities, I think, for them to become large issues for us. It was just a great opportunity for us, and we were thankful that we

had that opportunity. They were there, but it was just not something that so bothered us and in the forefront. Even if you ask female athletes today here on our college campus the same question, I think you're going to get close to the same answer.

Overall, whether people were dragging their feet, or there were discrepancies, it sounds like it was still a positive atmosphere.

It was definitely a positive atmosphere. There was no doubt about it.

Where do you think women's athletics is today?

I think it's improved probably 70 percent from the time I played. But you're taking it as 70 percent of a time that was a pioneer era. The student-athletes of today may think it's only improved 20 percent, but I did coach in the high schools for about fifteen years, and there are more opportunities for students nowadays. Now that you have a lot of these traveling teams and summer teams, I think there are more opportunities for scholarships. Athletic administrations are understanding that, because they're getting a more skilled athlete, and they're getting an athlete that already understands time, organization, scheduling, and those types of things. So, I think the university has benefited at this point. In that respect I would definitely give it 70-percent improvement, because they're getting a better-skilled group. I can't even say better skilled, because you can't compare the times, but there's much more opportunity for them to really hone their skills and become great athletes, and the opportunities are a lot larger for them.

When you graduated from UNR, what did you do afterwards?

I got a teaching job at Manogue High School, and I started coaching. I had a hard time with Manogue High School, because they were geared more towards a male school. Here I was, coaching two sports at the time, making \$300 coaching both sports, and I just really got turned off. They

wanted the more gifted students, plus it was more male oriented at that point. People at that time at Manogue would dispute it, because they disputed it with me when I was there, but it was so obvious for me that it really turned me off to the teaching aspect. I knew I still really wanted to coach, so I came here one summer to see if they needed help with anything. I couldn't handle not doing anything during the summers, and I fell into the textbook job and quit my teaching. I continued to coach, as I said, for the next fifteen years.

So how long have you been with the bookstore?

Twenty-three years.

How long have you been the manager?

It'll be two years next month.

This is a bit off the topic, but how excited are you to move into the new student union?

To me, it's a huge challenge, and I love challenges. Not to say I'm not nervous and afraid. Our budget has grown a lot, probably by about 30 to 40 percent. In the building itself, we have 10,000 more square feet than I'm used to managing at this point, but I'm very excited, because it fits into my personality. I love a challenge, and I love something new. The new union is supposed to change the way the university operates, supposed to make it 24/7, so we might be a part of that. It's at a very exciting time, but it's a nerveing time, actually.

How has being a student-athlete at UNR affected you in the long term?

We don't talk about it a lot. There's a few of us that know. For instance, you interviewed Pat Miltenberger, and she used to be my boss five to seven years ago. Just in talking to her one day, we started talking about women's basketball and realized we had both been scholarship athletes, and her time was ten years before mine, I guess. It's just not something that you talk about, but

conversations come up, like speaking to some of the female athletes.

And I'll joke around, "Oh, yes, I played that sport up here twenty-some years ago."

They'll say, "You're kidding! Really?"

But we didn't toot our horns. We were just so grateful that we got an opportunity to play. I've had conversations, but this is the first time that something like this has crept up.

Do you feel that you're a better person for competing in athletics?

Sure. Anytime you deal with athletics, you need to learn how to get along with others. There are so many life skills you learn—time management, overcoming adversity, just learning about diversity—because there are all kinds of things you deal with. It's totally made me a better person. You've always been responsible, but you just understand the responsibility more so. I think those are natural characteristics that come out, like being a supervisor of over sixty people. I think people see those traits come out with me, so I guess it just helps, and it comes out without me even knowing it. I will say, "Today we're going to talk about responsibility." It just comes out. The students see it differently, and the full-timers, also.

DEBORAH FUETSCH

Deborah Fuetsch: I was born in Reno, Nevada, and have lived here all my life, forty-six plus years now. My parents have lived here since I was very young. While my mom is originally from New York, my dad is a third generation Renoite, so we go back a long time in the Reno area. We have been, for short times, in Fallon and Fresno also, but Reno has really been our home since I was about two months old. I was born at Saint Mary's, as was anybody who says they are from Reno.

I was raised here in Reno, went through the parochial school system—Our Lady of the Snows School, which is still here in town, and then Bishop Manogue Catholic High School. I graduated from Bishop Manogue in 1980.

I had an opportunity to go play tennis either at St. Mary's in Moraga, California, or here at the University of Nevada, Reno, and I elected to come here for a couple of different reasons. First, to be close to family and my parents. And, if you go back and look at your high school days, I also had that high school sweetheart that I didn't want to go away from, so I decided to stay here and attend UNR.

Elaine Deller was the coach, and she was another reason. I had known her and her daughter through the junior tennis program, and she was

a very nice lady and seemed to be a good coach. A lot of the Reno girls at that time elected to stay here and play tennis instead of going away, because we had a good program, and that's where we decided to stay.

Mary Larson: How did you first get involved with sports when you were younger? Did you have grade-school teams or club teams?

No. Back then Our Lady of the Snows was grades one through eight, and all that we had in junior high school was cheerleading. The boys had a flag football team and a basketball team; we had cheerleading.

Now, my dad had two daughters. My sister, Heidi Gansert, is fifteen months younger than I am, and she's an assemblyperson now. Since we had no brothers, I was kind of my father's son, and we used to go to all of the games together—the Nevada basketball games at the Coliseum, the Wolf Pack football games up at Mackay Stadium. I used to go the Reno Aces hockey games with him. I tagged along with my dad to all of the sporting events.

I rode horses when I was very young, but then broke my leg skiing, and I couldn't really ride for a while, so in about fifth grade I quit doing the



Deborah Fuetsch

horses and the skiing, and it was probably in seventh or eighth grade when we started playing tennis together. Like my dad said, he played with me until I started beating him, and then he quit. I kept going and played junior tennis around town. That was really where it started, was with my dad, and my mom, too. The four of us, the family of four, would go out and play, but as soon as I started beating dad, that was it.

That would have been more club teams than school teams?

Right, and back then it wasn't really even club. They would have about four tournaments every summer. The divisions were twelve and under, fourteen and under, sixteen and under, and eighteen and under. There was a group of us—everybody knew everybody—from all the different high schools in Reno and Sparks and a couple from Carson and Douglas. That is where I met Michonne Ascuaga, through tennis in high school and playing in the junior tournaments. That is where we played, and it wasn't really a club. We used to all hang out at Moana West Racquet Club, which was the only indoor facility.

We didn't have teams back then; everybody was kind of on their own. We did that all the way through high school—it was eighteen and under, and then you were off to college.

What kind of support was there for women's teams when you got to high school?

In high school there weren't a lot of women's sports that I can remember. We had tennis, basketball, our softball team, which I played on starting when I was a sophomore, and track. There was no volleyball. I think those were about it, as far as I can remember, and cheerleading. Those were the sports.

The boys, of course, had football, basketball, baseball, cross-country, track, and they had a couple more things. But the women's teams were kind of the stepchild, as they were in college, too. The football and basketball teams were the ones that everyone came and watched. Tennis was the one where your parents came and watched, which was great.

We traveled a little bit, just around the area, to the AAA schools. We had nice uniforms. It was good; we had enough support. It wasn't like we were cast aside. At Manogue, and it's the same today, you had to pay to play your sport, basically. You bought your own uniforms and your own racquets. It's the same today—we buy spirit packs for our kids, and the thing is subsidized through the school district—so if you're playing, you have to step up and take care of yourself and all the expenses.

There was a high school tennis team. We won state my freshman, sophomore, and senior years. The funny thing was that they still weren't quite used to girls doing a lot of things. So my junior year, I was a cheerleader and a tennis player and a softball player. That year they decided you could only do one or the other and you had to make a decision. You could either do cheerleading or tennis or softball, so I didn't play tennis my junior year—I did cheerleading—and then came back my senior year and won state. That kind of gave me the desire to keep moving forward with it in college.

Were schools recruiting at that point, since you mentioned St. Mary's as a possibility?

A little bit. St. Mary's had talked to my high school coach. I had been there once, and it was a beautiful campus, so we traveled down there with my parents. I played with them, and they said that if I wanted to come they would help me out with a scholarship. I hadn't been offered a scholarship at Nevada at that point, because there was a gal that was going to come up here who took the last scholarship for our class, but then she decided to go to Davis. After that, Mrs. Deller offered me a scholarship, so I had an academic and athletic scholarship at Nevada my freshman year.

Moving to college tennis wasn't a big switch, because so many of the junior players were up here. My doubles partner my freshman year was the same doubles partner that I had in my junior's playing, and that was Kim Garcia. She was my doubles partner, and later it was Jamie Brooke. Kim went to Reed, and Jamie went to Sparks, and Kristi Walters, who is a great tennis player in the area, went to Reno High School. It was like just stepping into the same group, because we didn't have a lot of recruits from out of town. Our number-one gal was from the Bay Area, Sherlynn Irving, and I think it was maybe half and half—four from out of town and four from in town. That comprised the team my first year.

Do you know if that had to do with in-state versus out-of-state tuition waivers or scholarships?

I don't even think we had tuition waivers then—that wasn't in place. It was scholarships, and we were given a certain amount. I'm not sure when the tuition waivers came into play. I don't think they were there then, but maybe they were and I didn't know it.

When you got here to Nevada as an undergrad, did you have a lot of interaction with folks from other sports?

No. The tennis team kind of hung together. Those were my very social years, so I was probably

more interested in the social side. I joined the Kappa Alpha Theta sorority. Kim Garcia was in there with me, and we actually got the number one gal, Sherlynn, in there, too. It was a very social time.

Sports, back when I played, were not as structured or as serious, I think, as they are now. I think that we all came up here and played, and we had fun, and we did all the other social things in the university. I think now if you come up to play it's very serious, and you have a lot of responsibility with that. I think back in our day it didn't have as much direction as it does now.

We probably had too much fun. We weren't as serious as we should have been. Poor Mrs. Deller, I feel bad for her. [laughter] We were a fun group, but we should have done better. We were still eighteen years old, and we were in a new environment, and some of us were just moving out of our homes. It was a lot different from the way things are done now, where, if you're not living at home, you live with your teammates, and you have a certain area you go to where you live. I think it's a little better. There is more structure and more focus.

Do you think that had to do more with the age of the students, or do you think it had to do with the general philosophy with women's sports at the time? Maybe women weren't expected to be as competitive?

I think that's part of it, and I think the focus was on the bigger sports: football, basketball, and baseball. We were just one of the other ones, and I don't think anyone expected big things out of us; we weren't really there to produce big things. We all worked hard, and we all tried to win.

I just remembered this, and this is bad. We were in a match at USF (University of San Francisco), and it was also the night of a big, huge homecoming dance here at the university. If we were to go three sets, it was going to make it hard to get back and get ready. We were still young, and those social things took a little more priority.

When I talk to some of the athletes now, through Pack PAWS or some of the other groups, I try to focus on the fact that it's totally different now. Ours was very social, fun—not that it's not



The women's tennis team with Coach Deller (right).

fun now—but we also didn't have the support system. I couldn't even tell you who the athletic director was back then, and I never went to the coach's office. I went to practice and then went back to my sorority or my class. There wasn't such a strong network of athletes as there is now. It's a big difference, I think.

We had practices and meets on campus, where the tennis courts are that they are tearing out now, just between the baseball field and the football field. So everything was here, but we didn't travel in athletic groups.

Now the men's and women's sports have the board of athletes, and from what I can recall we didn't have that. We didn't travel in those packs; we were just the tennis team, and that was it.

Did you have a lot of contact with the men's tennis team?

Yes, we did. They practiced before or after we did. We never traveled to the same places together; they were always opposite. When they were in Hawaii, we were here—they did go to Hawaii—and whenever they were home, we were away. They had a really good men's team. Brian McQuown, Steve Tourdo, and Chris Long, who is local and is still here in town. I can't remember the rest of them, but they were a very good team.

With the scheduling of the facilities, was there ever any problem between the men's team or the Recreational Department?

No, because the Recreation Department did theirs at a totally different time. As far as I can remember, we didn't have any problem with the men's team. Once in a while we would have to boot them off, or they would boot us off, but it was

more like, "You know what, you had your time." We were one o'clock to three o'clock, or they were three o'clock to five o'clock. We all got along very well. The men's coach back then was Bob Fairman, I believe, and he was always good to the girls. We never had any problems with them. The boys were all very nice, young men.

What kind of support was available for travel for the women's team? Was it about the same as the men's team?

I think so. When we traveled we both had vans, and we were given a per diem. If my racquet broke or something like that, we were able to get a new racquet—I think I had a couple—and shoes, so I think we had some support as far as our supplies and what we needed. We all traveled the same way. We flew a couple times to the regional playoffs and to Colorado, and the boys flew a couple times. There wasn't a big distinction that I can recall between the men's and the women's tennis teams.

I think the biggest difference between sports now and sports back when I played in the early 1980s was the support system. We had our coach, and that was it. She would say, "Are you guys all going to class?"

We would say, "Yes," whether we went to class or not. Most of us did. Eight a.m. would roll around, and we would get there.

We didn't have a trainer. If you got hurt you just went up to Lombardi, and someone would take a look at you, but there was nobody ever really around. Mrs. Deller, the coach, would look at you and say, "Oh, you're fine," and she would do all the taping.

As far as academic support, there really wasn't any, which is the biggest difference. Cary Groth, the current athletic director, has done so much, and Chris Ault before her, to make sure the athletes have the academic support they need. The new academic center that will be opening shortly is a great opportunity for the student-athletes.

I'm pretty sure most of the girls I played tennis with graduated, but probably not with the GPAs that we would have had if we would have had that

support and someone focused on making sure that we went to class and helping us with the tutoring. What the students have now is such a change, and it's great for them. There is no reason a student-athlete shouldn't be able to go through UNR and graduate with a very decent GPA, because everyone is there to help them.

When we were in school, we went to the library and sat around and socialized. Now the students go to their own place, and they have Dr. [Jean] Perry who helps them, and a whole slew of people that are there to help tutor them or guide them with their classes. As far as our classes went, we kind of winged it with our counselors. Now it's very strategic through your years, what you need to take, and the timing between your sport and your academics, as far as eligibility and being able to get the most out of both.

What else were you doing during your college years? You mentioned that you were also in a sorority, and you were doing tennis, and you were working.

Yes. I was working part-time, played tennis, and was in the sorority. I was just doing everything. That was difficult, too. My parents helped pay for things, and I had the scholarship, but I lost my academic scholarship after my first semester. As I said, there wasn't that support system, and I didn't do too well. There were too many things at the same time when I was a freshman and eighteen and having a lot of fun, so I lost the academic scholarship. My parents helped the best they could, but I ended up working part-time, through part of high school and all through college, and everything you could think of as a freshman, I was out there doing it.

I was probably a little too social, and I think that's what happened in my junior year. When I finished my sophomore year we had had a lot of fun, and the team dynamics had changed. Coach Deller was still there, but there wasn't that bond that our team had had. There were some personalities that I think were very disruptive, so a few of us had decided that we were done, and I needed to focus more on school. That should have been the first priority, and it wasn't, so my

junior year I elected not to play anymore and just focus on school.

So you would have lost your athletic scholarship at that point. Do you remember what that had consisted of?

I think it was just tuition. I'm pretty sure we still paid for books, and we paid for room and board. I lived at home my first year, and my second year I lived up on campus.

What were the tennis teams themselves like when you were at the university?

Like I said, it was a lot of the people that I had grown up with, and it was a lot of fun. The team carried eight or twelve. I can't remember that far back, but I think we went down to eight players—four singles and then two doubles teams. It was good.

We played both singles and doubles, and I think now it has changed a little bit. Now you do either/or. I usually played down at the bottom, I think, fifth or sixth in the singles and then the second doubles team.

I'm pretty sure the scholarships went six deep, because I was the last one to get one, and I think my freshman year I was the number-six player. All of us had tuition scholarships that I can recall.

Did what Coach Deller was able to do as far as recruiting change at all over the time that you were there?

I think that they were doing more recruiting out of state. My class seemed to be more locals. Kerri Garcia was a local—she was a couple of years after me—but they did bring some girls from out of state in. When I was a freshman we had a couple, and then my sophomore year we had a couple more.

I guess that's why some of the personalities didn't blend as well. Maybe it's because we all grew up together, knew each other, and we all got along very well. Then we had some people from out of state who weren't from the area that felt they were

pretty special. That changed the dynamics of the team and just made it not as much fun. One of the gals that I thought was the most disruptive, I don't even think she played very long, because I don't think anybody really wanted to play with her.

How long was the season? Was it a fall season or fall and spring?

It's twenty plus years ago, but I think we played in the fall. We practiced year round, but the actual season, I believe, was in the fall.

When you traveled did you just go to one meet?

There were some tournaments once in a while, but mostly we would get in the van and just travel. We would go to the Bay Area for a couple days, where there were a few schools down there we would play, like Sonoma State and a couple others. We went to Las Vegas one year, because we would rotate—one year it was at home, one year it was away. The farthest we went was Greeley, Colorado, for the championships of our division at that time. They also went to Hawaii every other year, and I somehow missed that, but we mostly just traveled in vans, except when we went to Las Vegas, Colorado, or Hawaii we went on a plane.

Our away games were midweek. Mrs. Deller would drive the one van, full of eighteen to twenty-year-old girls, and we would sleep on the way down there, play, and come back. There were not a lot of overnights.

Were you in a conference at this point, or were you independents?

We were in a conference, and I can't remember which conference it was. [laughter] We always played against Las Vegas (University of Nevada, Las Vegas), Sonoma State, and USF. I know USF was a big deal at that time, and that, together with UNLV, are the two that I can remember the clearest that we traveled to.

Between home and away there were probably twenty matches a season. There weren't a lot, but it was still more than when we were in high school.

Were there any staff members besides Coach Deller?

Not that I can remember, no. It was just her and us. That was it, pretty simple.

What was your major when you were in college?

I was in the business school; I started out in accounting, but after my freshman year I changed. The teachers were very difficult to understand up here. We had a couple teachers that were foreign, and they would just go through the class so quickly. I was a pretty good student in high school—I graduated with honors and had a pretty good GPA—but when it came to the accounting and statistics classes I had a tough time grabbing it. I ended up taking my accounting and statistics classes up at TMCC (Truckee Meadows Community College), because the teachers were a little bit more patient with you.

I ended up just being a marketing major, which was great. Gano Evans was a great marketing teacher up here, and Dr. Sekiguchi for policy; I remember those two were very, very good teachers. I finished in four and a half years, which I think is pretty good. My daughter is on year six, which is OK. [laughter] But I started in the fall of 1980 and graduated in December 1984.

Four to five years was more expected then, but I think the times have changed a lot now for kids, and they have to work. College is very expensive, unless you have a Millenium Scholarship or another type of scholarship, and the Millenium is tough to keep. And kids are a little more independent now. I think in our day we would stay home, and it wasn't that big of a deal. Now kids turn eighteen, get out of high school, and they want to move out, have their own spending money, and do their own things. It's a totally different world than when I was back in college.

When you were in college, Title IX would have been celebrating its tenth anniversary. Were you at all aware of what was going on with Title IX at the time?

No. All I can remember is that there weren't a lot of men's sports, and for some reason the ski team was having trouble. I'm not sure if they were going to be able to stay together, and it had something to do with that, but we weren't made very aware of Title IX. We didn't even know really what it was until about ten years ago.

Finishing up with some of your undergrad experiences, a number of women we've talked to have mentioned that there was a stigma attached to being a female athlete at the university. Was that something that you ran into at all?

Not really, because I did the other side of it, too. I was in the social side with the sorority and all that. There wasn't really any kind of a stigma with being an athlete at that time, because I was probably seen more on the social side, doing the sorority stuff, than I was as a tennis player. I think people knew me not from tennis as much as they did the other. People didn't pay attention to tennis, so people didn't know who was on the tennis team. They would be surprised to know that we even had a tennis team back then. It wasn't a very visible sport. It wasn't very talked about. We just played, did our thing, and then went off to do whatever else all of us were doing: working or being in the sorority or living here on campus. It wasn't very celebrated. Tennis wasn't a big deal.

Parents and friends would come to matches, and that was about it. Women's softball was just in its first couple years, and they used to practice next to us, and they would get quite a few fans, but tennis was pretty low key.

Anything else you would like to reflect on with your undergraduate years?

No, just the fact that I wish I wouldn't have given up the tennis part of it. I should have kept playing, but the dynamics of the team changed. There were some personalities that just rubbed me the wrong way, and we also just didn't have that academic support. I knew that I would graduate, but not with the GPA I needed to, so I had to quit playing tennis, focus on school, work because

I had lost my academic scholarship, and tennis wasn't a full ride. Back then it was tuition, but I guess it wasn't full ride.

I kind of regret not being able to finish it up, but when you're nineteen and you're not really liking everybody you're around all the time, you think, "I don't need to do this." So, you quit, and you go to work, and you don't realize you have to work forever. Playing tennis probably would have been good to stick with for a while, so I didn't have to work so early, but it was just the choice I made.

Have you stayed involved with tennis, or have you gone on to other sports?

I don't know what it is, but once I quit I had this really bad taste in my mouth from tennis, and I would say that since 1982 I have probably played tennis maybe ten times. I always say I'm going to start back again with some of the gals I played with. Karen Swopes was a junior player around here and went to USC (University of Southern California). And I keep talking to Kerri about starting it again, but I haven't.

I've moved on to golf, and I love playing it. I don't get too competitive—a little bit, but it's fun, and I enjoy that. My husband is very mad at me still, because I wouldn't teach my kids tennis. I used to teach the junior kids every summer, and then, once I was done, I kind of was done. Even my own kids I didn't teach. There is some black cloud about the tennis world—I'm not sure what it is—but I just quit it all together.

Now that you're into golf, have you found that to be helpful for networking purposes?

Yes. Golf is great. The reason I started doing it is that all the men in the office would leave three times a week in the summer to go play golf. I thought, "OK, this is not right." I started making them take me with them, and I worked on it and worked on it. Now it is a very good business tool. I take a lot of customers golfing. I'm on the board of the Executive Women's Golf Association, the EWGA, and that is a group of women from all

over the town. It's actually a national organization with the motto, "Golf for life, for work, and for fun."

Golf is a good game to get out there and meet people. For business, especially in a man's world, if a woman can get out there and hold her own playing golf, she can make her way into the men's world a little bit easier.

In banking you're out with customers a lot, and a lot of them play golf, and a lot of them like to be taken out every once in a while to play. If you're not able to do that, you're left back at the office, and you're not part of the conversation, so it does help.

And golf is a good sport in the respect that you can't go play tennis, for example, with a group of people. From a social aspect, not a lot of people play tennis. There are not many sports where you can go out and really work and play at the same time. You play in a golf tournament where there are 144 people, and you slowly go around the course. It's very social, and it's a good place to network.

Let's segue over into Pack PAWS. Can you talk a little bit about how you first got involved with that group?

I've worked on numerous non-profits through my job, and personal favorites that I've done things with include the Nevada Women's Fund, Washoe Medical Foundation, and Children's Cabinet. I think I've got about ten on my résumé that I've worked with. My parents have always been involved with the university athletic program, were very good friends with Coach Ault when he was the athletic director, and they've always been very strong supporters, when they were financially able, to provide scholarships.

I don't know when they started doing it, but once I graduated from here, they have been able to give the university scholarships for athletes. They try to get a graduate of Manogue that's a woman who is going to play tennis or another sport. If they can't find someone that needs a scholarship from that group, they go to the men's team and then to other high schools. So they have

been very active for quite a while, and I had not really been active on campus with anything.

My mom was in Pack PAWS—I didn't even know what it was or what they did—and then she talked me into becoming part of their community board. Once you get on that board, you realize that it's really fun to be around the Athletics Department. It makes you feel young again to be around all those student-athletes and remember how much fun it was. The group up in the Athletics Department is just phenomenal. When I started with Pack PAWS, Chris Ault was the athletic director, and I didn't see him that much, but we worked with his support system.

I think Cary Groth came on just shortly after I started working with Pack PAWS. The first meeting that we had with her was tough for her, because it was right during our elections, and we had a little bit of a debate, but she came on board and has really been such a strong support for the athletic program. I don't know how to put Cary into words. She's wonderful, very personable, approachable, and caring. She's done a lot for women's athletics and for the athletic program itself—not that things weren't great before, but I think it was just the next step in making it a stronger environment.

Can you talk about the debate within Pack PAWS?

We were changing a little bit. The founders of Pack PAWS were a group of women who went and really pushed the Title IX issues with President Crowley. They had been instrumental in moving some of the Title IX issues on the campus forward, and they did a great job. Val Cooke, Mary Conklin, and Cissy Rosenauer were a group, and they did a great job. Angie Taylor was key.

Then we were moving from a time when they had to push a lot to a time where the university now had the personnel in place for compliance. Cary was at the helm, and there wasn't as much of a need to be so involved in Title IX and the compliance side of it. There was a group that felt that we still needed some of the people that were part of that original group to be in the leadership roles, instead of some of the newer people coming



Cary Groth

on board, so it was a little bit of a difficult time, but we got through it.

My focus wasn't so much on the Title IX and gender equity issues as it was on building more awareness of the women's sports programs and what we had going on. I was on that gender equity committee, and I know a lot of people wanted us to be really involved in the compliance side of Title IX and how the university was doing, but I tried to steer us a little bit away from that because I knew that we had the right people in place to take care of those issues without a group of volunteers getting too overly involved.

With the gender equity committee, were you involved with any of the reports that were written or the five-year plans?

No. I was kind of on the tail end of that and going more into this new group where we were pushing more towards building awareness

through the Girls and Women in Sports Day. That was started when I was on the gender equity committee and was really the dream of Cindy Fox. She had done something similar when she was back in Kansas or Washington—I can't remember which one—and that has turned out to be a great event. That was something we worked on and started probably six years ago.

What were you doing at the time for the Girls and Women in Sports Day?

It was a smaller version of what we have now. Basically, we brought the girls' teams into the Hall of Fame room in Lawlor Events Center, and we invited a bunch of girls from the schools in the area. We got the word out to the school district for these girls to come in and learn about all the sports, and we would have the tennis team and softball, volleyball, basketball, and rifle, and it was an interactive demonstration with the kids. They would kick a soccer ball or hit a tennis ball.

That was the first year, and it was pretty crowded, so the second or third year we were able to put it around the corridor in Lawlor. Since then



A member of the tennis team teaching a participant of Girls and Women in Sports Day how to swing a racket.

Cary has asked that we make it both men's and women's sports and that we ask boys and girls, which I think is a great idea. It is still National Girls and Women in Sports Day, but one of the biggest things that Cary has done is not try to keep everything separate, not try to keep it just the "Girls and Women in Sports Day" or just events for the girls.

She has tried to say, "We've always strived for a level playing field, so let's make everything together." So now we have the event with the boys and the men's sports. Football is there, and basketball when they can. We try to get as many sports as possible from both sides and then have the boys and girls come. A lot of boys were showing up to the Girls and Women in Sports Day with their parents and just looking around, and it really should be a big community-wide event for all the youth, not just girls and not just boys. So, it's really changed. I think there were over a thousand kids this year.

When you were working on this, was it after the days when they were having the event down at the legislature?

One year we did take a bunch of girls down there, because the legislature meets every other year. We took a group of girls, went to the floor, and talked a little bit about Title IX. Sheila Leslie introduced the girls, and we went for tours and showed them around. I think four or five years ago was the last time we did that; I don't think we've been down to the legislature since. It might have been Cary's first year that was our last time.

The event was usually held in February, and we always did it along with a women's basketball game—again, trying to build awareness. We would have the interactive sports festival, and the kids would stay for lunch, and then we would go to the women's basketball game. Now we have a junior high school game before the women's game, and we did locker-room tours one year, and then after the game there was a big autograph session. But it is always right in the February/March time period.

In watching these girls, what kind of differences are you seeing from when you were that age? How do their expectations or attitudes differ, or is it hard to tell?

No. Now the athletes are role models. I didn't know any athletes when I was younger; that wasn't why I played tennis. It wasn't because I saw somebody besides Chris Evert on TV. But now locally we have so many young student-athlete role models. I think one of the most important things to do is to call them student-athletes, because if you just call them an athlete, you lose what really should be the priority, and that is the academics—making sure that the kids can play a sport and graduate.

One of the things that we've really tried to do through Pack PAWS is to build awareness of the student-athletes and help them become role models in the community. At Girls and Women in Sports Day those little girls get to see those basketball players—Dellena Criner, Bre'Anna Henry, and Cherlanda Franklin—and they are good role models. They are playing sports, going to school, and helping kids.

When I was younger, we didn't see that. There were football players and basketball players, and I would never have known who was on the tennis team. The *Reno Gazette-Journal* is still not great with women's sports, but it's getting better, and you can pick up the paper and see who our athletes are. That is a lot different than when I was a kid. We have some great role models on a lot of our teams, both men's and women's.

I think a big part of the future of the athletic program here is helping to develop those student-athletes to be community leaders and to get the exposure that they need in this community for kids to see that they can do the same thing—they can be a part of it. Armon Johnson is a great role model on the boys' side. I've known him since he was in sixth grade, and he had a tough time growing up, and he has worked really hard. To see him up here and to see the things that he's doing is just phenomenal. He's a great kid, and he could be a really good role model in this community. He's already done that, in fact; my son has played with him forever. They are two years apart.



A member of the softball team posing with young fans during Girls and Women in Sports Day.

You get local kids that have grown up, that you have watched through the high school years and now into college, and it's fun. There is a gal from Spring Creek, Johanna Ward, that plays on the women's basketball team, and she is the same way. We've watched her through high school, and now she is up playing for UNR, and she is another great, local role model.

Do you think it has an effect on the student-athletes themselves, because they know that kids are looking up to them and paying attention?

Yes. They have a responsibility now. When we were student-athletes, we didn't have much responsibility; we just went and did our thing, and it wasn't a big deal. I think student-athletes now are entrusted with a lot of responsibility to be role models, both athletically and academically, and there is a responsibility there.

They are given the opportunity, with their scholarships, to play their sports, but they need to live up to the expectations. They need to live up to their GPA and stay out of trouble. And

kids get in trouble. When you are eighteen or nineteen years old, and you have everybody fawning over you because you are a good athlete and a superstar, it's very easy to get in trouble, but it's their responsibility not to. There are a lot of outside influences for these kids. They have to keep their heads on straight, and they have the support system to help them do that.

Do you think the added infrastructure helps with that?

It's huge when you can walk up into Legacy Hall and have that entire Athletics Department there to support you. You see the athletes in there all of the time, and they are talking to the athletic director. She has a very good relationship with all the student-athletes, and it's the same with Cindy Fox or Rory Hickock or Dr. Perry. There is such a strong group of people that want to help the athletes succeed.

Back in the 1980s it wasn't that they didn't want us to succeed; it's just that it wasn't that big of a deal. Now it's a big deal. Almost every single sport we have, in the last two years, has gone to the post-season. They have had opportunities to excel and play past the regular season, and that is a great accomplishment. We've never had that. So there is a lot of responsibility that comes with being a student-athlete. You get the scholarship, but you're not just here to play the sport—you're here to learn, to play your sport, and to be a role model and a good citizen. It's different.

Is that one of the things that Pack PAWS is working on?

Yes, and we want to acknowledge that. One of my biggest things with Pack PAWS is to get those athletes out there and introduce them to people, and the same with coaches. Coaches are kind of quiet, and they are not always the ones who want to be out there in front meeting people.

Coach Kim Gervasoni is a great example. I've taken her to a few events, along with her assistant coaches, Amanda Levens and Jackie Moore. They meet people, and people fall in love with them.

They are wonderful individuals who have so much to give of their time and talent. They love being around the student-athletes, and it shows, and the student-athletes love being around them, so they are also great role models.

Our coaches are wonderful community liaisons. Mark Fox is a great example, too. People around this community love him, and the same with Coach Ault, Coach Gervasoni, and our softball coach, Michelle Gardner. They are wonderful people to be around.

Pack PAWS holds the Harvest Food and Wine dinner in the fall, and one of the biggest draws is the fact that coaches serve the dinners—they are the waiters. That brings so much! It's a limited size dinner with only 125 to 150 people, and it's usually sold out before the invitations go out. We get a "Save the Date" card, and I remember a couple years ago it was awful, because the card went out, but the event was already sold out. I had people calling me saying, "We didn't get our invitation."

"Well, that's because it's already done." It was sold out in about an hour, and one of the biggest reasons is because people get to spend time with the coaches.

Do you think that one-on-one really helps with the visibility for women's sports, particularly?

I do. When they get to spend some time with the volleyball coach, softball, basketball, soccer, or track and field coaches, it's cool to know the coach on a first-name basis and be around them. They are such a big part of this community, because Reno is very focused on the athletics here, and the coaches do a great job. The visibility of our coaches is much more than in the past.

Do you think that helps to build—pardon the phrase—"brand loyalty?" Some of the folks that I've talked to have said that the public in Reno can be so fickle with supporting sports, and if you aren't winning they're not paying attention.

That's true. If you're not winning it's not good. I think the community has gotten to know

the coaches a little bit better, and I think Reno has a very good Pack fan base. We have our bad moments. There are some of the programs that have been a little bit up and down, and the fans aren't showing up like they should, but I know that Cary is working very, very hard to change that, and so are the coaches. We're working on getting the right athletes in, working on improving the facilities. All the things you need to do to build that loyalty are happening.

There has always been a fan base for football, certainly, as at many schools, and also for men's basketball, but during the years you've been involved with Pack PAWS have you been able to see that evolution for the women's teams?

Yes, and softball is a good example. We now have a great facility. We had to play at Idlewild Park for so long, and people were showing up, but now we've got the old Manogue property for the new softball fields, and they are beautiful. The team is doing very well, and people are showing up.

Facilities have a lot to do with it. I know some people feel like the university spends too much money on facilities, but they really are instrumental in recruiting good athletes, developing winning teams, and getting the right exposure to build a fan base.

We have a group of us that are trying to figure out ways to help build the attendance for the women's teams. They brought in some great athletes, and they have had really good seasons the last couple years. Coach Gervasoni has done a great job with basketball, and that fan base is building.

It's a matter of trying to use some of the tools that we have through the media. The *Reno Gazette-Journal* has not latched on as well, but they're working on it. We've had writing campaigns directed to them, but they are getting there. I think the new head of the Sports Department is a woman, and I'm hoping that she's going to become more active in the women's side of sports. Soccer has had a good run, and their fan base is built. I don't know what it is, but it just seems like in the

last three years that women's sports have really started to gain attention around here.

In Pack PAWS we've got a couple little sports-specific subcommittees, and I'm on the one for the basketball team. The Girls and Women in Sports Day is a huge thing, and that has helped the attendance for that particular day and also in getting a lot of the younger kids there. We had a senior day, and there were a lot of different promotional ideas that we had to try to draw people.

Was television coverage for some of the women's games something that Cary worked on when she got here?

Yes. Cary and Rory and the whole Athletics Department worked really hard in trying to get more viewing opportunities for the women's basketball team. They've done a really good job, and it's been great to be able to see the women on TV. That, again, is just one more tool to try to build that loyalty, that fan base.

As far as Pack PAWS committees go, I was on gender equity for two or three years—that was the main one—and then was president-elect, president, and past president, so I did all that. Now I'm working on the basketball group and the finance committee. You've got your hands in a lot of things when you're the president, and you do all of it, but really, Pack PAWS is trying to build awareness of the women's athletics and increase attendance.

I think it was 2005 when I was president, and the biggest goal that I had was to help raise the funds for scholarships. Our goal was \$100,000 in athletic scholarships, and my goal was to exceed that and to just build awareness of some of the women's programs—basketball, volleyball, soccer, track and field, and tennis. That and to bring more members into Pack PAWS and build a stronger fan base of women's athletics.

What are the major fundraisers for the scholarships?

We used to have quite a few, and then under Cary's direction we've decided just to do one in



Christina M. Hixson Softball Park

the spring and one in the fall. The Harvest Food and Wine dinner is in the fall, and the Salute to Champions is in the spring—that is coming up this Thursday with Kerri Walsh—and those are our two biggest fundraisers. Like I said, our goal is to raise over \$100,000, and I think in the last couple years we've gotten closer to \$150,000 to give back to the women's athletics.

How has the AAUN group integrated support for women's athletics into its activities?

As Pack PAWS president I went to the AAUN meetings, and we are part of their executive board and help to make decisions. I guess we only went to the quarterly meetings. I think since then the president has gotten a little bit more involved. It's tough with AAUN and Pack PAWS, because you've got so many groups that have all these little offshoots, and I think that makes it difficult.

We're all under the same umbrella, but sometimes I think we should all just be one group—maybe Pack PAWS and AAUN should just join together. But that's not quite what people are looking for yet. I think we're going to stay separate.

AAUN has been very supportive, and the board is great. The president of AAUN, Dick Reynolds, used to come to our meetings, and he would bring back information to the actual AAUN board. I think that the composition of the AAUN board is changing. I've been talked to a little bit about going on that board as a part of it instead of Pack PAWS, so I'm looking at doing that, which I think would be great.

It's a good group of people, a strong group of leaders. I think they do a very good job of building awareness and raising money for the university athletic program. Pack PAWS is still a pretty small group, and even though we feel like we bring quite a bit to the table, it's still pretty

small as part of the overall budget, and we'd like to grow that.

I understand that it used to be the case that AAUN basically supported the men's teams, and Pack PAWS, once it came about, supported the women's teams. How is that different?

I don't think that is a split anymore. Again, one of Cary's biggest things is trying to bring AAUN around to being more supportive of women's sports, and even Pack PAWS more supportive of the men's sports. Girls and Women in Sports Day is now both men's and women's. The big governor's dinner used to be all men—that was a stag event—and now it includes women, and you've got all the coaches there. When Coach Ault was athletic director he started bringing the men's and women's sports together, and Cary has taken it even further, where there is not such a split. You see as many AAUN board members at the women's basketball games as you do at the men's; they have been really great.

Is there any trouble with the "old guard" at the AAUN?

No, I don't think so. My dad is part of the old guard. He's been on the AAUN board for years, and he makes as many of the women's basketball games as I do. My parents support the scholarship for a woman athlete from Reno High or Manogue, and Jim DeVold is at everything. The AAUN members are just as active with the women's sports now as they are with the men's.

What kind of support does AAUN provide both for the women and for the men?

They provide scholarships, and they help raise funds for the facilities. They were instrumental in helping with the men's baseball fields, and they play a major role in the fundraising for the new athletic and academic centers. They are a very large part of the whole fundraising group for athletics—men's and women's. I think new women's basketball offices is going to be one

of the projects coming up, and we're trying to raise money to help the basketball team on the women's side mirror the men's, because our program is becoming so strong under Coach Gervasoni.

I felt so bad for Kim and the players, because this year they were on such a roll, but it's still a game, and you don't know who is going to win. You can work as hard as you can, but everybody will have an off day. You still have eighteen, nineteen, twenty-year-old kids, but they are still kids, and it's still a game, and you just don't know what is going to happen in those last few games. Unfortunately they didn't win, but they are in a great position for next year.

The fans really built up the season this year. It is really exciting for those girls to walk out into Lawlor. The lights go off, and they introduce them, and you have all these kids and adults screaming. I think that they took all of that in, and it made them work even harder, because they knew that people were paying attention. Everybody likes to be in the limelight a little bit.

The New Mexico State game was big, and I think it was a promotion night, but we also had good coverage in the newspaper. The team had been doing really well. Everything was on that high, and when everything is on a high, people like to be around. Things kind of dropped off a little bit, but the attendance, I think, still remained pretty high. Going into next season, we are going to start working this summer on some ideas and promotions to try to build that attendance.

They have a good team, good leadership, strong coaching, and there is no reason why this team is not going to get stronger and stronger. I think the fan base will get bigger and bigger, too. Girl's basketball is becoming a great sport in this community, and girl's high school basketball is doing really well. They are being noticed and being recruited out of state and here locally, and as sports get stronger in high school, it just moves up into the college where kids want to be here.

Are there any other things about Pack PAWS that you want to discuss?

I don't know, it's hard for me say about Pack PAWS. I think it's a really great group, and I believe we need a women's booster organization, but I'm not so sure that down the line it shouldn't be, again, all part of one organization. I think we need to have a group of women in this community—and men, too, because there are some men on our board—that will continue to help raise funds for women's athletics. I think that we need to have that, but I don't know how separate it needs to be from the men's group. I'm not sure if those two can't get closer and closer to each other to being one board and raising funds for both men's and women's sports.

As far as working on visibility issues, do you think that Pack PAWS still has a role to play in that regard?

Yes. There is still a long way to go with building the women's athletic programs in the community's eyes. We still have to encourage people to come to the women's basketball games or to the soccer games or the volleyball games; it's not something that's going to happen automatically. I think Pack PAWS does play a role in trying to build that awareness.

To me, when I go to my board meetings, the thing that I am looking for is, number one, to help them raise the money for the scholarships, but, almost more importantly, is to build that awareness. There's still that role of the Pack PAWS members to get the word out on how great our women's teams are, and people need to be there to see it; they need to witness it.

Do you have any final thoughts looking back on how women's athletics has developed since you were growing up, and how it has changed?

As I mentioned earlier, my biggest thing about how much has changed is just how lucky the student-athletes are right now; they are very lucky. Not that we weren't, but they are lucky, because they have such a great support group. The Athletics Department is wonderful, and the people there are phenomenal. They are willing

to do whatever they need to help those student-athletes succeed, both on and off the field or the court, not only during the games or matches that they are there to help them win, but they are there to help them graduate.

I think that is the most important part of being a student-athlete: play your game, go to practice, work your hardest, but finish school, and finish school with a good GPA. We have so many kids on the all-academic teams now, and that's a big deal. You can't get a decent job anywhere without having a degree, and those kids need to graduate, because there are very few that are going to go on to play their sport after college. Today, it's not easy if you don't have that degree and you don't show that you have the work ethic and the academic ability to get through school—and getting through school is tough.

How did your experiences with sports contribute to your life after the university?

They contributed a lot. My daughter played volleyball and softball and was a cheerleader in high school. My son plays football and basketball and runs track, and he is actually being recruited for both football and basketball right now. What I keep telling them is, "You are so lucky to be able to play a sport in college, and you are so fortunate to go to college, to get that education, because it helps you to be a team player. Not only when you're playing the sport, but when you go to work for somebody, you've got to be part of a team in a business environment."

The toughest thing for anybody to do is hear what they are doing wrong, and to work for a coach on a team can be very difficult. Coaches are tough. My son had probably the toughest coach he'll ever have as an AAU (Amateur Athletic Union) coach, but he is also one of the most important people in his life. He was the toughest on him, but my son has developed a very strong work ethic and gives 110 percent all the time in the schoolroom and on the field because of that coach.

I keep telling him, "When you get a job, and you've got a tough boss, you've already dealt with the toughest, and you made it through, and you

love him, and he loves you back. You have those bad days, but you know what? You know how to deal with an authoritative figure already, and you understand that. When you grow up and you go into a work environment, all that experience with those tough days will translate into your work environment. You're going to have tough days at work, but you're going to get through them. You're going to work with people that are on your floor, or in your business area, and they are your team after you're done with basketball or football."

I think that being in athletics help you to be competitive, helps you to be a team player, and it helps you to win and succeed. My nieces and nephews are very into violin, piano, and music, and that's great. I wish I had done that more with my kids, but I am also pushing their parents to get them involved more in sports. You learn so much being a part of a team, and, again, dealing with those tough coaches, because life isn't always easy, and the people you work with are not easy. You need to learn how to work with people and negotiate, and I think being a part of a team helps you do all those things, so I encourage all kids to play sports. I'm a big sports fan.

ANGIE TAYLOR

Angie Taylor: I was born in San Francisco, California, to a single mom, and I was the third of three children. My mom was really young—twenty—and she and my dad had just recently divorced or split, I think while she was pregnant with me. We were very poor, but I guess one of the reasons why I got into sports is because it was one of those things that you could do that didn't cost you very much, because you can always go outside and play. I played a lot of sports because all you needed was a ball, and, man, we would draw a square on the wall and make that the basket. I mean, you would do what you had to do. You would play baseball with a beach ball or whatever you had, and so basically, I've played sports all my life.

My brother, Terry Taylor, was the oldest and was four years older than me. He and I were very close, and he was very athletic. My sister was in the middle, and she wasn't as athletic. My sister's name is Candi Cheathon now, and she's two years older than me, so we're all two years apart. Then we have a cousin, Reggie Lewis, who was the same age as my brother. He was an only child, so he was over all the time.

There were nine siblings in my mom's family, so all of the cousins were all in San Francisco growing up at the same time. We lived relatively

close to Reggie and his mom and dad, so Reggie was over all the time. They were very athletic, so I was always with them.

My mom says that they would always say, "Stop acting like a girl!"

And my mother would tell them, "She *is* a girl." [laughter]

But I was with them, because they were playing sports all the time. Then I began to play some organized stuff. In San Francisco they had a really good recreation system, and you could always play and not have it cost you a lot of money, which was good.

Track is real cheap. [laughter] At that point, if you didn't have track shoes, you just didn't have track shoes. You didn't have spikes. And I always played basketball, because it was easy, and it was cheap. Volleyball was tougher. We didn't have a net, and you couldn't really dive around on the ground, so I played more basketball than anything and then got into softball. Then I think I probably played volleyball, because it was in the middle of the two sport seasons. To be honest, it was something to do, and that was just kind of what you did.

In the summer in San Francisco I ran more track, because they had the Police Athletic League, and every weekend there was a track meet



Angie Taylor

somewhere in the city. You could go and be there all day, because meets go on forever, so myself, my brother, and my sister would all compete. She was a little less athletic, but she still would go and enjoy.

We lived in the Fillmore district before they redid it. They used to call it the Western Addition. It's very nice now, but where we lived is still there. They built all this low-income housing in a particular area—"the projects" as we called them. I didn't know they were the projects till I moved out of them, actually, because it was really all we knew.

Anyway, I began to play sports in school, then my mom remarried, and we moved to Reno. I think I left a week or two before the end of the school year when I was in seventh grade. It was Memorial Day weekend, 1976. I remember that.

It was probably worse for my brother, because he moved right before his senior year. My sister was a sophomore in high school, so it gave her a little bit of a chance to build up some connections. But my mom, if I remember correctly, gave my

brother the option of staying with one of our relatives down there to finish out, but he came to Reno, which was cool. That would have been really kind of weird, as a kid. I understand that even now—although at the time I don't know if I understood it—but he didn't stay.

It was tough to move right at the very end of the school year, because we didn't know as many people, and that summer was tough. There was a week left in school here and two weeks left in San Francisco, so we didn't really transfer up here and enroll back in school. We were close enough to be finished down there, so the tough time was probably more the summer. In school you meet people, and then you meet friends, and then it's not so bad. I remember I arranged to go up to the high school, and we used to walk up to Hug, and I used to run all the time.

I didn't do organized sports that summer because we had just gotten to Reno, and we still didn't have a whole bunch of money, to be honest with you, even though they got jobs up here. And by the time we moved in May, all the signups were done, and they were playing, so it was too late for all of that.

A good thing about the San Francisco Police Athletic League was that you didn't have to sign up for the track meets. You just showed up on that Saturday morning. You didn't have to go to practice or go apply, so it was easy. In terms of signing up for official summer leagues, I didn't really do that until we got to Reno.

So that summer was the only time that was probably real tough, but the whole culture-shock thing was huge. It was huge, because San Francisco was much more diverse, and we were really in the inner city. We were in the ghetto, although like I said, I didn't know that till we moved out of it, and it was like, "Hey, we lived in the ghetto!" Of course, I knew we were on welfare and so on, but most of the people around us in our neighborhood were. It was just the way it was, really.

Anyway, we moved up here, and I went to Traner Middle School for my first year. I was involved in student council at my junior high school, or what was junior high in San Francisco. At Traner, they had the elections at the beginning

of the year, and the only thing I really felt I could win was historian—something down on the list where you didn't have to know a lot of people. But I really liked that stuff, and that got me involved a little bit, and basketball season started pretty soon, and that was cool. That's when I learned about the high altitude.

Although running in the summer was kind of hard, I never ran a whole bunch. I just ran because I didn't really have much else to do, because, again, we didn't know very many people. In the gym when playing basketball I would notice the altitude, but because I ran so much in the summertime—I would run three miles a day—I would actually feel my second wind, which was cool. I didn't really know all of what it was, since I was in eighth grade. I just knew that all of a sudden I wasn't tired anymore, but that was because of all the running I did.

The summer between eighth grade and high school they had some recreation programs. I don't think I could work yet, but by then I knew some people, and I think I played softball that summer. My stepdad at the time was really into softball and played a lot of summer-league softball in San Francisco, so I signed up for what was called "Miss Softball America." Also, I was on the Reno Track Club, I think, for like a minute, but then it overlapped with softball, and I liked softball more than I liked track. A lot less running. [laughter] That's when I started playing softball, and then I met a few people there, and some of us were in the same high school.

I didn't start playing my sophomore year, because my freshman year I missed basketball tryouts when we went on a family vacation at the very end of the summer. We drove to Texas, Louisiana—drove. Hoo, yes! Now we probably had air conditioning, but *still*, yes!

We had never been back there, so that was pretty cool. We got to meet family and my great-grandmother, and we went to see her and where she lived. She still had the outhouse in the back of her house in Louisiana. And we got to see Reston, my mom's hometown. I thought I wanted to go to Grambling to college—go to the black school with the good band and football team—then I went to

Reston, and it was like, "Uh-uh. Oh, this is *so* not for me." [laughter] And it was a summertime, so it's not like I was around a lot of kids. Maybe then I would have felt differently. But it was just hot and humid and swampy, and they had flying bugs.

My grandmother didn't have a lot of money, so she lived in an area that really had . . . Next to her she had the outhouse there on her property, for Pete's sake, although you didn't have to use it anymore, thank God! But it's not like it was real developed, so that was the snapshot I had. There are probably some other wonderful parts of the town, but that was the snapshot I had.

So I didn't play basketball my first year, but I think I was in a play, because my brother was very involved in theater, and he was an athlete, too. By then he had graduated and had gone on to the army, but he played football and ran track. And my sister was a cheerleader by then, and she was involved in the student council—senior class secretary or something like that.

Anyway, we all had a little bit of interest in theater. We've always had a little bit of that, and I think I was a snow fairy in somebody's play around Christmastime. That was back in the old days, when basketball season used to be first. I missed basketball, so I did volleyball and the play at the same time, and then I did softball. That summer is when I stopped doing track and was just doing softball, so that was kind of my cycle.

The next year I got to play basketball, and by then we had junior varsity and varsity. We didn't have the freshman team then, but this was the first time when junior varsity and varsity were coming in. And my year playing volleyball, we were all sophomores and on the JV team. I remember that because we were undefeated.

This was all at Hug High School, and I also did some student government stuff. I was sophomore class president, and I ran for that because I was really good friends with a girl who was really popular, and she was running for vice president. Well, I didn't want to run against her. I couldn't beat her, and she was my friend. And I didn't want to be *secretary*. I've never wanted to be secretary, because that's just what all the girls did, and I don't really like to take all the notes.

Then they had senators, and I didn't really know what they did, so I said, "Well, OK. I'll just run for president." Anyway, that's how I ended up running for president.

I ran against this real popular guy, who didn't run very hard, because I was kind of new when I ran at the end of my freshman year. I didn't play any sports until softball, but I had just started playing softball, so I really started connecting with people. I beat him, which really surprised everybody, including myself, to be honest. But he was really popular. He didn't try very hard. He didn't put stuff up till the last minute, and he didn't campaign.

He was running against the new kid *and* the black kid. Now, Hug had more black people, probably, than any other school, but we still didn't have very many at all. There were, I don't know, 1,200 people in school, and we probably had 150 black kids. I have no idea, but it *felt* like 150, if that. But I had a great high school experience, and that was the cycle. Once I became sophomore class president, then I kind of got to know everybody.

So my sports cycle was set—volleyball, basketball, then softball, and then in the summertime you played softball. And in between time, I went to class, and I was class president, or student body president.

I never really got to go to too many sports camps, because we couldn't afford it since they were always away. Then the year before my senior year there was finally a camp that was in Carson City, so a lot of local kids got to go to camp, because that's how you really get good at sports, when you play it in the off-season when you go to camp. There you can really develop and work on your skills.

Back in those days you could play three sports, and almost everybody did, as a matter of fact. Now it's much harder. You really almost have to specialize by the time you get to high school. It makes you better at one particular sport, but, man, I had so much fun playing the other stuff, so I have mixed emotions.

Mary Larson: Do you think the lack of local camps had a big effect on some of the students that would

be coming to UNR as athletes, because a lot of athletes coming to UNR were from the area?

Yes. Well, during those times for women in sports, there was not a lot of recruiting going on anyway, so most people went to the school that was close to them.

And it didn't really make a difference one way or the other?

Not too much. Now, if you went to a camp, you would have a greater chance of being seen by someone else, because camps were run by colleges. And if you went to camp at a different college, they saw you, and that was probably why they did camps. Now you can't even have high school kids at your camps because of NCAA rules, but back then you could. But only those that could really afford to go went. And, we were all involved in playing. "Oh, we have the summer softball team. I can't go to basketball camp this week. I have softball."

Well, with the football camps that they've got now, how are those run? Are they run by some entity other than the university?

Oh, no. We do it, but, see, you can do team camps, but there are some restrictions around individuals. Again, I've been out of athletics seven years now, but there's some restriction around it, because when I look at all the brochures for camps, they always stop at age twelve. Generally when you're thirteen or fourteen, that's when you're getting ready to go in the ninth grade, so they stop at age twelve or thirteen usually. Team camps seem to be a little bit different, and you see some of the team camps, but I think the individual camps, the restrictions are different now.

So there would be a difference between the individual and the team, which makes sense from a recruiting standpoint.

Yes, because you would get a huge recruiting advantage. Again, I'm not quite sure what the

restriction is. But also now, too, you have all the summer leagues going on, so maybe a lot of the kids that would go to camps are now in leagues. Maybe that makes a difference, too, in terms of how high schools are doing things a little bit differently. I know they can still have team camps, though, because you see the football team camps. You can tell they're high school kids by their size, so maybe the team camp situation is a little different. But during those days when I was growing up, people went to individual camps. Nowadays you play. You don't go to camps; you're in leagues.

You mentioned softball in the summer. What kind of opportunities for female athletes were there in Reno?

In terms of playing? Like I said, we had a Little League called Miss Softball America. That was the only one here for a while, and you wore culotte shorts—kind of little skorts—to play in. You couldn't slide, and everybody had to play at least two innings. A lot of Little League-type things. But the major differences I saw were that we had little shorts, and we couldn't slide.

Then the league came, and it was just ASA softball (American Softball Association). You had full uniforms, you could slide, and there were no extra restrictions, although you probably still had the two-inning rule kind of a thing. Little by little, I believe Miss Softball America went out of business really, really shortly, because everybody switched over to the other league, because it was *real* softball.

So it wasn't an age thing? It was just a matter of when the league came in locally?

Yes. At that point in the summertime, you either were in the Reno Track Club or you played softball, for women or girls. Every once in a while you would see a girl on the Little League baseball team, and we didn't really have girls doing Pop Warner then. Now it's not quite as unusual to see that, but if you liked football, you didn't really have that opportunity then. I love football, but I didn't

even think about playing it. Plus I was small, so Mom probably wasn't going to have it.

My mom was very supportive. She was always at my games, and my brother and sister would always come when they could—very, very, very supportive. That made a big difference, because then you're encouraged in it. When I was at the junior high school, we had one team, and I didn't get to play very much. That's the only time I remember sitting the bench, was then. Then I had always been a starter since then, until I got to college and didn't start all the time. But anyway, my mom was very supportive, and especially if she wasn't working, although I don't remember her ever missing very many games, and she never missed anything important at all. So that made a big difference. Then you're encouraged. You continue to do it, and your family's proud, and you complain about the losing and the reffing and all.

We supported my brother in football. He didn't get to play a lot in football up here, and we didn't like that, but that's a whole other story. Because he came in as a senior, and things were pretty much already set, and there was already a star running back.

But I was young enough to really be able to get in on the beginning of that piece, and then I got talented enough to at least make a little way, although I wasn't a superstar by any means. So that's kind of what we did in the summertime. Those were the pieces. Everybody switched over to whatever the other little softball league was—I think it was ASA—and then you usually played on the same team every year.

Did they have like co-ed church leagues or anything like that?

Not for youth that I knew of. That was more for adults. And at that point we were playing fast-pitch softball, and so you're not really going to play that co-ed. A man will kill you, you know. [laughter] Later on I played on our co-ed church basketball league. It wasn't really co-ed; it was a men's league, but I played, because I was a pretty good point guard. I was still small, though.

What girls' sports did they have at Hug while you were there besides volleyball, softball, basketball, and track?

There was cross-country, tennis, there may have been golf. That could have been it. I would remember if there was swimming or skiing, because I didn't do those.

Do you think the girls' sports were getting the kind of support that the boys' sports were getting at that time, as far as travel and things like that?

No. Our basketball coach would sell fruit. You always had to have something supplemental going on for you to be able to do things. We didn't know much about budget and so on. We just knew that we wanted to be able to have some things, so our basketball coach, George Hardaway, had a little cart, and he'd sell fruit. He wouldn't sell candy. He'd sell fruit and maybe some juice to raise extra money for us to do extra things or have nicer sweats. We were so young. We didn't really get it that, "He's got to raise money? This is not fair!"

And we used to *always* do fundraisings in volleyball. Our coach would do big arm-wrestling tournaments and have weight-lifting kinds of stuff. They started some club called BYA for "Bench Your you-know-what," and if you could bench press your weight, you got this little shirt that said "BYA." So he started that kind of stuff. Although we had a football team, our volleyball coach was the one that made sure we lifted weights.

That coach was Steve McKnight, and we were very good in volleyball. He had more of a regimen, where we'd practice in the morning before school started for an hour or so, and then our PE [Physical Education] would be the last period of the day, and that would really be weightlifting for volleyball. Then we would have volleyball practice.

He was the one that really started changing my expectations in sports. If you didn't show up to practice, you didn't get to play. A real disciplined kind of thing, which was very different than anything I'd really had. I mean, if you had a dentist appointment and missed practice, you didn't start, even if it was excused. So he really began

a different kind of thinking, that this was a little more serious.

Our conditioning was more serious. As I said, we lifted weights, and it was the first time we had ever had any real training—not like on a little Universal machine, but we lifted free weights. That's when I learned how to squat. His daughter was Ali McKnight [who was a track star at UNR and later became a personal trainer and bodybuilder].

Anyway, that's when I learned how to do squats. We didn't do clean and jerks or some of those Olympic lifts, but that was when we would bench press. We learned all of that and the right way to do a curl. I mean, I learned *how* to lift weights when I was in high school from Steve McKnight. When I was in high school I could do a one-armed push-up, and he's the first one that even got us into that. And you could build up all these crazy muscles and walk around looking like a guy, which is what the perception was. "Hey, if you lift weights, and you're a girl, you're going to walk around looking like a muscleman, like a guy."

And then we thought, "You know what, we don't really look like that." You just toned up, and I was pretty small anyway. Even now I'm pretty defined, and I don't lift. I should, but I don't. Anyway, you got much more toned, and you were in much better shape. But we did a lot of cardio, too. We ran a lot. We ran a lot. In fact, this was volleyball. Why did we have to run in volleyball?

In basketball, we were good. Volleyball, we were a little better. For basketball and the end of volleyball, we would go to state. We had good athletes at Hug. Actually, in volleyball we played for the state championship, and we never got that far in basketball, because Vegas was always so much better in all the girls' sports. This is when basketball was just starting to switch to northern Nevada girls' basketball having a run. We had a pretty good run for about twelve, fifteen years, probably, but now Centennial High School in Vegas is just running it.

It goes in cycles, and from what I understand, part of what changed it for Vegas was that they started volleyball clubs, and they're very, very competitive. Remember, I was telling you about

club sports? They were very competitive, and some of the club coaches there told them that they would have to choose, because high school basketball season was the same as club volleyball season. While I get it, I like it when you can play a lot of sports. You get to enjoy different things, and then you get to figure out what you really like. They decide even before high school a lot of times now, so it's tough.

Anyway, so I think that's part of what was going on in Las Vegas and that area. They had the rise of club volleyball, and it got really competitive very fast. They were very disciplined, so they had a lot of good athletes having to choose. I'm not saying that's the only reason. We have some great coaches here. Ken Fujii and Alanah Williams ran some great programs, and Ed Shepard at Reed High School—they ran it a lot. Actually, we were always pretty good. We were usually the four teams that went to state: Reno, Carson, Reed, and Hug. But at any rate, for volleyball, we actually played in the state championship game. We got *crushed*, but we played in the state championship game. We were really intimidated. I wasn't, but that's a whole other story.

So when it came time to go to college, I was coming to school here at UNR, and I just walked onto the basketball team. They had just got a new coach—Julie Hickey, who's Julie Holt now. I believe they got her from UOP (University of the Pacific) where she had been an assistant coach. And she got an assistant coach, who had played for Stephen F. Austin, which was a really good women's program at that time. Vanessa was like six-foot-three, an African-American woman, and she knew her stuff. They both knew their stuff.

Julie was a disciplinarian, and she would do some crazy stuff. Oh, my goodness. She would run us to death, then we would see the guys team come in after us, shoot around, scrimmage, and go home. We would be running suicides [a running drill] and doing defensive slides and all this other stuff.

That's when I really began to see the difference between the funding and the support for the men's program and the women's program. It was there in high school, but we didn't see it as much since

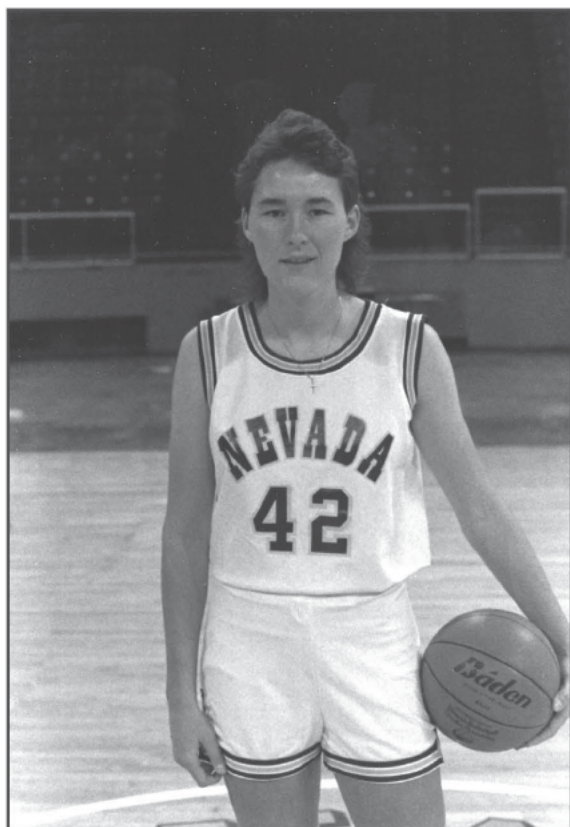
our coaches did some supplementary things. But we got to see it in college. We got *one* pair of shoes, and the men would get, like, a pair of shoes a month. We wouldn't even get a pair of sweats. If the coach raised money, you got a sweatshirt. The men would have travel sweats and game sweats. They had just so much more. A year or two before I came, the volleyball and basketball teams would have to share uniforms! What's up with that? Now, granted, back then they were the same people often, but still. I mean, how good do you think those uniforms were two or three years in after being worn and washed like that?

We had mostly local kids, because we didn't have any scholarship money, really. So if you were local kids, you were living at home, and you just paid your fees, and if you were pretty good, you got a little book money. When Julie came in, we got a couple people from out of state, but they weren't on full scholarships. Chris Starr was the first female student-athlete on a full athletic scholarship.

Before we get entirely into the college years, I still have one or two questions on your high school career. You mentioned a couple of your coaches. Which teachers or coaches had the biggest influence on you?

I had some really great coaches—some people that really cared. Annette Montoya was our softball coach, and she always called us “ladies” and stuff like that. You know, we had some pretty good talent in softball, but we never were very good. We were always OK. She always called us “ladies,” and she still required us to do what we needed to do. Back then there was still sexist stereotyping. A woman that played sports was labeled as gay or lesbian, you know what I mean? Our softball coach never really made us feel that way.

McKnight taught me about discipline and expectations. I learned then the benefits of lifting weights, because when we got to college and lifted weights, I knew how to do it. In college, when everybody would have to do thirty push-ups, for the longest time I was the only one that could do



Chris Starr, the first female student to receive a full athletic scholarship.

them. I can probably do ten of them with one hand! It's because we had been doing them, so I liked the lifting weights and so on. It didn't scare me, because I had learned that piece and the discipline behind it, and we were good in volleyball. We were better trained, and we were better disciplined. I learned a lot about being on a team, because we all had the same bag, we all had the same shoes, and that was big for us at Hug. And that was big for girls at that point.

In basketball, really, from Hardaway, we had a lot of talent. Each year we always felt like, "Man, we just could have been a little better." But he never let us quit, and we were always pretty good. Like I said, I don't remember ever not going to state in basketball. We always went to state in basketball and volleyball. So he never let us quit, and we bonded together a lot from a team standpoint because we had these powerhouses in

Reno and Carson all the time. We would battle back and forth with Reed. At the time, I don't think Shep [Ed Shepard] was the coach yet, but we always had these powerhouses in them, and it was always us against them.

I learned a lot. My JV volleyball coach was Gloria Casci. The year we went undefeated, we learned how to do that with dignity and with pride, without arrogance, and how to handle being the team to beat. She taught us that, so I learned some good stuff from all of them. Really, I was very blessed in that regard. They've all poured a little something into who I am today.

I also had some good teachers. My eighth-grade teacher was Miss Williams, and from an academic standpoint, she was the first one that really challenged me. I've always liked school, so I've always done well in school, but she challenged me in that I couldn't just turn in anything. She would make you reach, and that's when I found that I liked that academically. I wasn't a braniac, and school wasn't just easy, but you just do what you've got to do, and you turn it in, and you do pretty well. It wasn't that complex, but she made you really work, and you had to have your stuff *straight* with Miss Williams. Really high expectations. I got a chance to see her more than seven years ago, but I hadn't seen her in a long time. I went to Traner Middle School to speak at something, and she was there doing some volunteer hours. I went up to talk to her and asked if she remembered me. She said yes, and she said, "I see you on TV. I watched how you speak. You do all right." She was my English teacher.

I had a couple of good coaches or PE teachers at Traner that always encouraged me and that were always there. I had a really good counselor, Karen Smith. She was the place where we went, especially the black kids, because there weren't that many of us—especially the girls. She would really just *be* there.

In high school my student council advisor, Mike Whellams, taught me about not just having leadership in terms of a role, but walking leadership. I was class president, and I was student body president. He taught me about that

in terms of being the example—that it’s not just a name, it’s something that you are.

And Miss Eisenhagan, my biology teacher, she challenged me. Like I said, they were good folks. There were people that were there that were supportive. Marilyn Howard, the home economics teacher, was always there, and she was always supportive. That was back when we had home ec. Girls didn’t have to take home ec, but we took it so we could get the cookies. [laughter] But you could always go to Marilyn.

You always had some people that were important to you. Miss Dolores Feemster was in the office, and *everybody* went to Miss Feemster for everything. She and Miss [Alberta] Rederford both worked in the office. Miss Feemster was sort of like a counselor, if you went there to talk about what classes you were going to take. I think they just didn’t know what to do with the minority students that they had, so they hired somebody to help them, and she was that person. Miss Rederford was in the office, and she was the person in the office that you talked to when you didn’t know what to do, when you missed a class. She was the one that could fix it.

Leslie Reginato was our vice principal of discipline, and everybody thought she was really mean. So did I, then I had a family issue that was going on that she really, really stepped in and helped with, so then I got to see a whole different side. I really got to see her heart. She’s deceased now. It gets me emotional talking about these people. I’ve been really blessed, and I’ve had good people that were really important to me.

I came to UNR in the fall of 1981, right after high school. I walked on in basketball, and I didn’t have a whole lot of scholarships. Thank God I had a Pell grant and a little academic stuff here and there so I had enough money to pay for school, because my mom couldn’t really help me. She wanted to, though, and she was very sweet. It was my senior year, and she said, “You know, if you want to go away to school, then we’ll find a way to make that happen.”

And I said, “There is no way! I can’t do that.” But I tell you what, if I wanted to go away to school, then she would have made it happen. But

I knew I wasn’t going to Grambling after those flying roaches that were back there in that swampy area! UNR was fine, and I always felt pretty blessed because I could go to UNR and I wasn’t going to TMCC. There’s nothing wrong with TMCC, but I wanted to go to the university.

Then Carla Bennett—one of our assistant coaches at Hug and a former Hug athlete who I really looked up to—was already on the basketball team, so at least I had a role model. She was three or four years older than I was, and she’s deceased now.

Then there were a couple other freshmen from teams that I knew, because we all went to that camp together the summer before our senior year. That was the first time we were all together. Before that, we were just competitors, but then we actually got to know each other a little bit, and sometimes we were even on each other’s team at camp. So it was Kit Larson from Sparks and Tana Rader from Reno. My goodness; there’s a blast from the past.

We were the three freshmen, and we were kind of the main people, if you will, from the high schools. We were all on the team together, so I knew a couple of people. There was another black girl on there, Janice Jones, from San Francisco, so we had some commonalities—she was actually still living in San Francisco. So we had a little hodge-podge of people, and that started my college career.

I think you mentioned before that the women’s sports weren’t really recruiting at that time?

No, not at all at that time. Like I said, I just kind of showed up.

And you said, I think, that Chris Starr was the first one to have a full-ride scholarship. Did they have partial scholarships before that?

Yes. And I think Chris came my junior year.

So rather than have one person on a full scholarship, they would break them up to get a little more mileage out of them?

Yes. Honestly, back then the men were in the Big Sky conference. The women weren't in the conference, and 1981, 1982 is when the NCAA really started taking over women's sports from the AIAW (Association for Intercollegiate Athletics for Women). So we were kind of in between, and you could almost do whatever you wanted to do.

That's when we had walk-through registration, where you would have to get all the little cards and go through all this other stuff, and then you were in the scholarship line. I probably shouldn't say this, but you [as a student-athlete] might come up to register, and your scholarship might be from an academic department. I really do think that the scholarship office did what they could to help. If you were in a major in a particular area, you wouldn't even know how you got it, but that would be your scholarship, and it didn't come from athletics.

Robert McQueen was the scholarship director at the time, and, on the women's side, I really do think that he just did whatever he could to try to help. I don't know what happened on the men's side. It was more grants-in-aid, and you might get one, say, from a department, if that was where your major was. I think he was very helpful in stretching that, but you got pieces of a scholarship.

If you put all the women's athletic scholarships together, do you know how many full ones they would have had?

I wouldn't know from when I played, because you didn't know that stuff as a student-athlete. We weren't aware. Maybe others were, but we weren't.

Scholarships came from so many different places. Our scholarship might be \$750. It wasn't fees. Now, if you were from out of state, maybe they gave you some money towards your room and board. We had one girl there from Battle Creek, Michigan. I don't know how she even got there! Then we had Stephanie [Swanson] from Denver, so we had a few out-of-state folks, but they weren't on full rides.

So, what women's sports did UNR have when you got here in fall of 1981?

From what I recall, it was basketball, softball, volleyball, tennis, swimming, skiing. Some of this is because I know the history of how long some folks have been here, not because I remember them when I was here. There was track and cross-country, but just outdoor track. We didn't have indoor track at that time. The basketball coach was also the cross-country coach, and I remember seeing cross-country books in her office, because she didn't know a *thing* about cross-country. That was the first year, because I think before then, the basketball coach was the assistant softball coach, and the softball coach was the assistant basketball coach. I think they had some of that going on.

When Julie Hickey came, which was my freshman year, she didn't have to be assistant coach, but she had to also be a cross-country coach. She wasn't the track coach, but she had to be the cross-country coach.

I don't believe we had gymnastics at that time. I think it was gone by then. I don't remember seeing gymnastics equipment in the gym, and that's pretty hard to miss.

When I came to UNR, Julie Hickey was the basketball coach. I don't remember who the volleyball coach was. It could have been Lane Murray, because that's who was here when I worked here, but she may have not been the coach when I was a student. [Murray was the head coach for the 1985-1988 seasons.] Pat Hixson was the softball coach. Jerry Balley may have been the swimming coach still. Julie coached cross-country, and women's track was probably coached by Jack Cook, because he did men's track.

We knew softball, because those seasons kind of came up against each other. I liked softball. You know, in college you don't have a whole lot of time to do extra stuff anyway, and we weren't as cohesive in terms of that then. They know who the other coaches are and so on now, but back then they were teaching classes and doing all kinds of other stuff. So, shoot, you maybe didn't know.

Who was the women's athletic director?

Didn't have one. We just had Dick Trachok.

I think Lue Lilly would have left in 1976, and Anne Hope showed up as basketball coach in 1984, I think.

She was both basketball and women's A.D. when she came here. It was my last year, 1984-1985.

So there was a gap in there, then?

Yes. We didn't even know we were supposed to have a women's athletic director.

Without someone in there fighting for you, then, what kind of support did women's sports get as far as your travel and other things?

It was rough, I have to say. We played in the gym. I love the Old Gym, but the inside of the windows used to be all various different colors. Now they're all white, so you don't really see them, but they were green, blue, yellow, red all over. Then at the very, very top, a window would be broken on a couple different sides, so then pigeons would fly in and build a nest in the ceiling! Sometimes you would be in the middle of a game, and here was a pigeon flying across. Now, they never did their business, thank God, but in the middle of the game that kind of stuff would happen.

Normally, we had no concessions. We would just roll out the bleachers—the coach probably rolled the bleachers out—and people would just show up. There was no gate, meaning you didn't have to get a ticket or anything. No, you would just kind of come on in.

So, no concessions, and pigeons flying across. Then the lights were on a timer system, and we didn't have control of that in the gym, so you would be in the middle of the game, and the lights would go out. Then that finally changed when I became the SID (Sports Information Director). Anne may have thrown the stink to make that happen. Anyway, somewhere in my first two years, we finally got a switch that we could turn in the locked building.

See, they never really kept the gym open, because in the summertime, like the summer

before my senior year, we would just say, "Hey let's meet at the gym and play." We could always get in, so part of what they would do to keep people from doing that was to keep the lights on the timer system. They would turn the lights off, then you wouldn't sneak in to play—but people would anyway. They would just prop the doors and windows open, and that's how pigeons would get in! So it was like a kind of a Catch-22 thing. But the lights would go out regular, at least three or four times a season in the middle of a game.

Who was in charge of setting the timers to begin with?

Heat plant did the lights at that point when it was on the timer, because, *theoretically*, someone was in the heat plant twenty-four hours a day. There were a couple of times, though, when I would call over to the heat plant, and sometimes I wouldn't get anybody, because maybe they were doing something. They didn't know I was in the middle of a crisis. As soon as I got them, they would turn the lights on, but then the lights would have to warm up. And I get that. Those are better lights for gyms, and they're less expensive, but they have to warm up. I think there was one volleyball match where I couldn't get the lights back on, or else it took a really long time before I got them back on—that kind of craziness. So without really having somebody [as women's A.D.], it was rough.

We would be in there practicing sometimes, and the pro scouts would come. And it would be a cold day during basketball season. Football was over, and the pro scouts would come, and they would want to clock the guys, so we would get kicked out of the gym. This was practice! It was *our* season. Well, we would get kicked out.

As far as scheduling goes, what kind of conflicts did you have using the Old Gym and some of the space there?

I would imagine as an athlete the coaches would work out what time they had practice. If there was some conflict, too, the guys weren't



Dancers practicing in front of a broken window in the Old Gym.

going to be in there that long for basketball practice. It's not like they want the gym five hours. The coach at the time was Sonny Allen, and he just didn't have long practices. We used to be mad, because we would be in there for two and a half or three hours running exercises, but the men's team didn't have practice. So scheduling was probably relatively easy during that time, because of Sonny's coaching. They were good. Sonny's coaching style was a little bit different, so from a getting-to-the-gym standpoint, I didn't notice anything too weird.

Now, getting to the weight room was tough. We would have to lift at six o'clock in the morning in the *summertime*. How busy can the weight room be? I mean, people were here, and they were working out, but for the women to even be able to get in the weight room, which was *in* the football locker room, we would have to lift at six o'clock in the mornings in the *summertime*.

So what year did Lombardi Rec open up?

It was here before me, but it didn't really help because they had the Universal machines, not free weights. You can't get any workout on that stuff. Plus, the couple of times when we had to lift over there, the equipment was never kept up, and there was stuff all out of balance and crickety.

When we started lifting, I think we were the first women's team to do that. Julie Hickey was a pusher. She wanted to make sure we had things that we needed to have, to the extent that she could, and I think that she was the one insisting that we needed to lift in the weight room.

They would tell her, "Oh, go up by Lombardi." "No, we need to lift in the weight room." And then we only got access to that.

But we noticed the travel differences—we would have to drive to L.A.—and we noticed the differences in terms of equipment and supplies that

the men's teams received. They had an equipment manager that did all their laundry and all the other stuff. Eventually, we got a student manager that would do our laundry—not our personal laundry, but our practice gear—but this was the first time we ever had practice gear, because you would get your shirts and all that stuff.

But for travel, when we were going someplace like Sacramento, we would drive vans over the hill in the snow. We had motor pool vans with chains, and the freshmen had to get out and put the chains on the tires. That was just the way it was. The men would be in a *bus*.

We didn't travel together very often, but when we went to Sacramento, we noticed differences in monies that they would give when you were out of town on travel. When you would all go eat together as a team, they would always eat at better places than we would get to eat. Then sometimes you would have a night off, and the coach might say, "Here's your food money." The men always got more of the money than we did. Those are the kinds of things that we noticed.

They lived at the University Inn, which was nicer. You had maid service twice a week and a bathroom in your room. It was actually kind of like a hotel, and the men's basketball team stayed over there. Johnnie and Connie were the ones that ran the hotel. (It was really weird. His name was Connie, and her name was Johnnie, and they were married.) No one else stayed over there, but then Johnnie and Connie started letting the women's basketball team stay over there after a year or two. I think Julie got that door open.

They were very, very nice people—an older white couple that ran the hotel. Then they started letting the women stay there rather than living it the dorms. It was a little more expensive—that was the issue—but it was nicer. Tuesdays you had steak night and that kind of thing. Men's football had a training table. It was a *long* time before anybody else got training table. Football was the only one.

Was that just during the season?

Well, we didn't know when they had it at that time. We just knew they had it and we didn't.

We had one women's trainer, and there were times when volleyball and basketball overlapped. Well, first of all, the trainer didn't travel with us, so our assistant coach would tape our ankles, but towards the end, I think, if there were drive trips, she would drive with us, but if it was a fly trip, she didn't come with us. *Most* times she didn't come with us, so our assistant coach would tape our ankles. I remember, because she put tape on the hair on your legs.

We certainly noticed those things—privileges and money and so on that the men's teams got. During basketball season, we were here over Christmas break. You would go home for a little bit, but then you came back, and you started playing, and that was hard for the girls who didn't live here. But the men always got more money, because then you had to give them a check to cover their room and board and so on. Well, the women would just move in with other people on the team and live in their apartment, because they couldn't afford to put them up early at the University Inn. They would get a little bit of food money, but it might be fifty bucks food money for a month on their own. What? And then we were in college, so it's not like we were cooking all the time. So those differences we noticed.

Was there competition that you were aware of with other groups besides the men, like intramurals, for scheduling?

Not really. Now, swimming probably had some issues with usage of the pool, but we didn't share facilities very much. Football had their practice field, but basketball was different. There's a rubber floor in Lombardi, so you can't really practice basketball, because our games were played on the wood floor [at the Old Gym]. A few times we would get stuck practicing in Lombardi, and we would *hate* it, because the floor is not true and it's bad for your knees, so you didn't want to be at Lombardi.

We played at the Old Gym, and the men played at the Coliseum until my junior year, then Lawlor was built. The Coliseum is the Convention Center now. The men played there, and the only

time we played there is if we had a double-header. We noticed the difference in terms of media support that they got. They had a stats person at their game, and when they were on the road there was always an article in the paper. So some of it was that the paper was not covering women's games. But there also was no one in charge of our publicity, so the coaches would have to stand there with their list and call all the TV stations and the newspaper after the game.

What kind of coverage was there for those games even when they were at home?

Not very much. Sometimes your scores might show up a day or two late in the box score, like in the back.

But the men's teams were probably getting a fair amount of publicity.

Oh, always, yes. And the men's team was *good*. We were always OK—right around five hundred.

Did the men at this time have tutors or academic assistance?

There wasn't very much academic support. That was more later. I think my senior year is when they hired an academic advisor, Laurie Beck. I kind of advised myself through college. Thank God, I got through it. Seriously.

When you were a student, were you a representative for any of the athletic groups on campus?

You mean like the Student-athlete Advisory Committee or anything like that? We didn't have them.

As an undergrad were you aware at all of Title IX?

We didn't know things were supposed to be equitable. One year we got invited to the NIT (National Invitation Tournament), and they wouldn't let us go because they didn't want to pay for it, so we didn't know anything about Title IX.

We may have heard of it vaguely after we got a little bit older, because, you know, as you get older, things get a little more frustrating. I think by then we maybe had heard of Title IX but didn't really understand it. I didn't *really* understand it until I started working here.

At that time, they were still coming across with all the clarifications.

Yes, but it was tough just to understand the baseline of it, with the little bit of knowledge we had, without even going through the clarifications. Again, I think that we knew it wasn't fair and wasn't right. I actually do think there was some knowledge of Title IX because every once in a while somebody would say, "We should sue!" but that would be about it. Yes, it really wouldn't go too much further than that at all.

Like I said, we knew it wasn't fair. The WNIT is a post-season tournament, and you have to get invited to it. We got invited but couldn't go. Well, "Why can't we go?"

"No money."

And you can't do *that*. But we did still get lettermen jackets. I don't think I had to buy my jacket. I think our first year we had to buy our shoes, though, which was just crazy, and then, like I said, we got one pair. But the men would get running shoes, and they were getting a pair of shoes a *month*. So, like I said, we felt that stuff.

That was just my first year. That stopped, because I'm sure Julie wasn't having that, but it was a battle. I can't imagine what she had to go through being the first coach here that was really battling. I think there were others that were frustrated and battled a little bit to the extent that they could, but Julie came from another system. She wasn't local. Pat Hixson, the softball coach, had played here in college, so that was a little bit different. I don't think Cindy Rock, who was the basketball coach when Pat was the softball coach most of that time, played here, but she had been here. So I think Julie was the first one that came in to be a rebel.

Now, where did Julie come out of?

I think she played at Stephen F. Austin, and she was an assistant coach at UOP. When she got the job here, she went and got her friend Vanessa Anderson to come be her assistant coach, and who knows what Vanessa was making. Geez! I'm sure she was making *peanuts*. She was there all the time, but I'm absolutely positive her position wasn't full time.

Now, were you playing anything besides basketball, like intramurals, at that point?

No. They wouldn't let you play intramurals. Actually, I snuck and played flag football intramurals with some friends one year. But, no, Julie wouldn't let you.

So things had become that specialized at that point?

And it should have been. I mean, you could get hurt out there playing flag football. How crazy was that? Then some people would sneak and go skiing, and they'd come back with raccoon eyes. But yes, I only played football one year, because I didn't want to get hurt, and I didn't want to get caught.

What were the teams like when you were at UNR?

We were OK, always right around five hundred. When Chris Starr came in, she was a freshman all-American and was the first to get national acclaim. She was just a big-time student-athlete. I think that with some resources we would have been better. We would have had more to work with and more to do, and we could have had better depth. They could get *that* many local kids in a community our size, and we were still trying to travel and play when our basketball here maybe wasn't that good. When you have a lot of people on the team who walk on, then you aren't being as competitive. And this is not knocking anybody, because I'm a local kid who walked on, too, so I'm putting myself right in there. But you want to be able to be as competitive as you can, and we couldn't always do that.

How many games were in your season?

We probably played anywhere from twenty-five to thirty, so I don't think I ever felt cheated on that.

Did you end up having to play a lot of doubleheaders on the road, to get in more games?

You mean when we traveled, did we have to play two teams? Actually, you do that on purpose even now.

But I'm talking about over one weekend. Someone who was playing during the 1970s said that they had to make the most of their travel money, so they would leave Friday morning, play two games Friday, two games Saturday, and two games Sunday.

Oh, geez! You can't do that in basketball. Was it half-court basketball? Because I can't imagine running up and down the court like that. That would be tough. They were just trying to pick up all those games. No, we never had to do that. I couldn't imagine. Maybe there was a half-court game, but were they playing half-court games in the 1970s? I don't remember how long they played that here. Now, even in a tournament, you would still play a game a day.

Now, you graduated with your degree in marketing in 1985. What did you do at that point?

I got my first job with Bristol-Myers Products. I think it's Bristol-Myers Squibb now. They did over-the-counter health and beauty aids, like Ban deodorant, Excedrin, Comtrex—it was a cold medicine—and something like Advil that was called Nuprin. A lot of that stuff is not even out anymore.

I was their territory rep, so I went and sold to the stores, retail stuff. I put up displays and redid their shelves, because then you could put your stuff in the front and at eye level. If they would have a big sale coming in, you would sell them extra stuff. My territory was northern Nevada and into some of northern California as far as Pollock Pines and El Dorado Hills, then Elko, all of northern Nevada, Tahoe.

Now, even though you weren't working at the university at that time, did you have any time at all to stay involved with alumni events, or was that just not feasible?

Oh, no. I had the chance, because I still had friends on the basketball team, so I would come to all the home games. They had a really good year. I remember that, and they had an All-American on the team. The year after I left they had gotten a new coach, so they were having a really good year.

The new coach was Anne Hope, and this was her second year. But I still had really good friends on the team there, and then the booster club—BoostHERS—actually started the end of my senior year. One of the things that the BoostHERS Club did was sell stadium seats at the football games, and I think I did that a couple of times, so I was sort of involved.

I was doing well with Bristol-Myers. When the regional manager comes in to work with you, that means you're getting ready to get promoted as long as you don't screw it up, so to speak. So the regional manager had come in to work with me, but there was a part of me that really wanted . . . I loved the marketing. I didn't mind the selling piece of it, because that's relationships, and that's working with people. You know, don't screw people, take good care of them, and you'll continue to have good relationships with them. But I really wanted to care, and I didn't care what kind of deodorant people used. Just use something! I couldn't get passionate about it. Those things are still important, don't get me wrong, if you're needing some over-the-counter medication, but I wanted to have a passion behind it.

What I ended up doing was I really stepped back. I'm a real spiritual person, and this was actually the beginning of my being spiritual to this level. I just started praying and saying, "OK, God, what do you have for me to do?"

So he just kind of had me thinking, "If you could have any job in the world, what would it be?"

I said, "Well, I would kind of do what I'm doing, but I would do it for something that I cared about."

"What do you really care about?"

"I care about sports."

"OK. So put together this whole marketing, sales kind of thing, but be marketing and selling women's sports."

"OK, great!"

So, I actually wrote up a proposal and gave it to Anne, because she was the Women's A.D./ Women's Basketball Coach. That was her title. I said, "Look, you have this great winning season, and hardly anyone comes to the games, and it's never in the paper, but I can use my marketing." We were talking one day after a game, and I just told her, "You know, Anne, you should be doing stuff like this, because people need to know."

I'm on the outside looking in and, oh, clearly I have all the answers. And she said, "Why don't you write something up?" Because I was a business major, I had to do proposals all the time, and because I was in sales, I had to make presentations all the time, so that was easy. I put together a presentation, and she hired me. My official title was Women's Sports Information/ Promotions Coordinator.

I believe the young lady who was doing women's sports information at the time was leaving, so that's how Anne could piggyback that and throw in a couple of extra dollars. I worked with the booster club in terms of doing a little fundraising at the big walkathon. We called it Walk for WolfPack Women, I think, and that actually was really important, because a lot of women's organizations in the community would have teams in that walkathon.

That's how I met a lot of the women that ended up being really instrumental as Pack PAWS got going. These were names that were familiar to me, not because I knew them, but because they may have walked on a team for Soroptimists or the Junior League, or if a bunch of women from Harrah's had a team. There was a team walkathon concept so if an individual wanted to walk but didn't have a team, we would put them on a team, and that's how I met a lot of the women that ended up being really instrumental in Pack PAWS. Who knew at that time?

I would say that everybody on every team would commit to getting twenty people to pledge twenty dollars, and you had to walk twenty laps. So when we had the walkathon, we might have ten teams of ten or twelve people, and then I had to input who pledged what. That's why I knew all the names, because I had to input all the data. I wasn't smart enough to hire a student at that time. So that was kind of how the fundraising boosters thing started.

So you said that started your senior year?

The organization started my senior year, and I did the first walkathon when I got hired here. I came back in 1987, so I was out for two years after graduation. (My twenty-year anniversary was two days ago.) I got hired in July and started August 1.

Now Anne Hope had recently been married and had a child, and as it turned out, shortly after I came back, her mom got really sick. I was probably there a couple of weeks before Anne had to go back to North or South Carolina to take care of her mom and tend to all the family things. After a pretty difficult two or three months, I think, her mom passed away. While Anne was gone, although we were still all one department, I was the only other person administratively that did anything for the women. So by default, I was doing all kinds of stuff now just because Anne was gone tending to her mother, as she absolutely should have been.

But it gave you a chance to learn the whole system?

Yes, that's a good, positive way to look at it. I busted my tail, because it was like I was in charge of everything. And I don't mean the good stuff like meeting with all the students and their parents when they would come in. No, it was making sure the gym was set up for volleyball, making sure the lights were on, taking care of the officials, and making sure the officials' checks were there when they were getting paid.

"We don't have a concession stand."

"We should have a concession stand."

So Angie's at Costco. And I was still the sports information director, so who was there doing stats? It was *all* of this, and it was just absolutely nuts. All of it happened very, very early, mostly during volleyball, and Anne couldn't be gone during basketball because she was the basketball coach. It was twenty years ago, so I'm trying to remember, but I believe my timing is pretty right.

The next year, sometime during the summertime, her husband got cancer, got gravely ill. That would have been like 1987-1988 and then 1988-1989, so she was gone a lot then—although she was in town with her husband, so she wasn't actually gone. They seemed like a great couple. She hadn't been married that long, and they just had this little baby. So she was out again, because he had brain cancer or something like that. It didn't take very long. What I mean is that some people go years with cancer, but I believe it was a pretty rough two or three or four months for her.

At that time, somebody on the men's side wasn't really going to say, "Oh, hey, no! Let me do that for you." Paul Stuart was great, though. He was the one, primarily, that taught me what to do as an SID, and he probably came to my first few volleyball matches and my first few basketball games. He trained me, and our offices were right next door, even though I didn't really report to him. He remembered me from being a player, and he called me "Kid," and he just took me under his wing and made sure I didn't screw up too much, honestly.

I didn't have a journalism background, and I was writing press releases and all this other stuff. Geez. So Paul really, really helped me a lot. In the middle of all this, "Hey, let's do a walkathon!"

I remember the first walkathon. I don't remember if that was 1987 or 1988. It's hard to think it was 1987 since I had just started in August, but we weren't that good. We didn't have a clue, so we probably would've started then and just done it in October. "Hey, there's three months. Let's do it!" [laughter] I mean, we didn't have a clue. It was nobody's fault—we just didn't know.

I remember at the last minute something happened with the caterer, so my mom catered—with like a week's notice—and it was lovely. She

did such a good job that the next year we planned for her to cater. You can't really do that now. They want you to have a business license and those kinds of details. But that's kind of how that began to evolve.

I think during my third year there, as things were getting to where Anne's life had changed so much—in what had happened with her mom and with her husband, and she had her daughter—so she made the decision that she needed to do something else. I already had been doing so much that she said, "You know what, Chris Ault, you really need to give Angie a chance at this. She's young and all, but she's been doing everything." And partially, it was because Anne wasn't there.

Now, I'm not saying I was running the department. I was not. But in terms of event management and getting little donations for promotions and doing a little fundraising and that kind of thing, a lot of that was my job anyway, and a lot of it I got simply because Anne wasn't available during those hard times, and understandably. Anne was always very good. I didn't for a minute feel like she deserted me or anything like that. She was doing what she needed to do, and if I ever really, really needed her, I don't recall ever feeling deserted, to be honest, although I don't know quite how she did all that.

At any rate, that's how I got the chance for that position. So Coach [Chris Ault] sat down with me and said, "Anne's going to be leaving. Everybody keeps telling me I ought to give you this chance, so we'll try it for a year, and if it doesn't work . . ."

That was when it was really much more integrated. The position wasn't going to be "women's athletics director." At that point the NCAA was going towards having a "primary woman administrator," PWA. They ended up switching it to "senior woman administrator" (SWA) because PWA also stood for "person with AIDS" at that time, so it didn't really have an athletics director title.

Chris said, "We'll try it for a year. If it doesn't work, don't worry about it. You can go back to what you were doing, or we'll find something else." I mean, it was like that, so there was no pressure, so to speak. Geez, I think we had to fire

two coaches that first year, because at that point, it really kind of began to switch, because then I really was the only women's administrator. I got to hire a student to take on the sports information piece, and I still did the fundraising piece the first year, but then I got an intern that actually ended up going into a position to do the fundraising piece.

By now the women's program had grown so much, and the men's department was still growing, so the women moved down to the Old Gym, because the football program built Cashell Field House and moved in there. At that time there was one office for basketball, which was OK when the A.D. was also the basketball coach, but you had three basketball coaches in one office. One office for volleyball, which had two coaches. So as those things began to change and there was some growth, there just wasn't enough room in Lawlor in the Lawlor Annex.

When you came in as SWA, who would the coaches have been?

Our volleyball coach was Jim Giacomazzi, and the basketball coach was Tommy Gates, who had just gotten hired. When Anne quit coaching basketball [but continued on as A.D.], she hired a woman named Charlotte "Chickie" Mason from Texas to be the women's basketball coach, and Tommy Gates was actually Chickie's assistant. As I came in they were making a change in that position. It didn't really work out that well with Chickie, so then Tommy got the job. He got hired either right before I did or right after I did, so Chris Ault more or less took care of that search, because I was still really very green.

Roger Bowen was the track coach, and we had men's and women's track at the time. Mike Anderson was the swim coach, and Kurt Richter was the tennis coach. He had gotten hired just a little bit before I did. We didn't have golf at the time, and softball was dropped in 1988. Oh, and skiing. I think it was Gary Steffensen.

Chris Ault was the A.D., and Pharbus Harper was the associate A.D. Chris went back and forth on the wearing-two-hats thing [being A.D. and football coach] for a while. When I first got up

there, he was wearing two hats, and I think he may have continued to do that for a year.

Now, speaking of Chris, when you were a student-athlete, Dick Trachok had been A.D., and when you came back, Chris Ault was in that position. Although you would have two different frames of reference for this, as a student versus as staff, can you kind of compare their styles as A.D.?

A little bit. Back when Trachok was the A.D., you just didn't have much with women's athletics. We rarely saw him, and I probably never talked to him. If he would walk through the gym, we knew who he was, but he never came to games or anything like that.

I had more of a relationship with Coach Ault, and he was always good to me. He remembered me as a student-athlete, and he probably admired my work ethic. I was busting my tail, and he works very, very hard. If I ever really, really needed Chris Ault, I would meet him at six o'clock in the morning in the football office. If you went in at six, you could catch him, and he might be on his second cup of tea by then, because he'd been there a minute. If you went in at seven, he might be having meetings.

When Anne was the women's athletics director, she still reported to Trachok. Although that was her title, we didn't have separate departments. At that point we did not have separate departments, still.

One of the great things about the time I spent in athletics is you really didn't have much of an average day. I was SWA for ten years, and my average day changed dramatically from year one to year ten. Actually, I should say from year one to year five to year ten, because there were probably three phases in that.

In the early part of that I was wearing the SWA hat, but I was still responsible for sports information and promotions. Ultimately, you're always going to be responsible, because you're running the program, but I didn't have a full-time person to hold accountable for that. I had part-time, intern, student-type people, so that was a lot.

For my first couple of years I was still responsible for whether or not we had enough M&M's for concessions on a game night. That's just absolutely crazy. Were the lights going to be turned on in the gym, and, since volleyball and basketball were fighting over the gym, who got to use it? So my average day was still filled with a lot of tedious kinds of things, on the front end, to be honest.

You would have a student, but they were a student. You would have someone you could hire part time, but they were available to do a part-time job with a whole bunch of hours and very little pay for a reason. I was blessed to get very good help, thank God, but I still had to be very involved, so those first couple years I'm sure it was absolutely nothing but work.

I started in 1990, and by 1992 Title IX turned twenty, so that helped a lot. A lot of national attention was on Title IX, because the NCAA did this study as requested by either the Women's Sports Foundation or NACWAA (National Association of Collegiate Women Athletics Administrators). I think actually it was NACWAA, and this was actually before I got involved with them. I ended up being on their board, but I hadn't been involved with NACWAA as of yet. My first three years I wasn't in an association. I didn't have a network of other SWA's or anything like that, and I spent my time doing a lot of the tedious kinds of stuff. I had one assistant for me and all the coaches, so there was still a bunch of stuff I was doing. Then you still have all the coaches and all the stuff that goes along with overseeing coaches of sports that don't have enough money. [laughter]

So you're juggling the budget, you're in charge of M&Ms, you're in charge of the lights for the Old Gym. [laughter]

And you raise some money on the side. When we began to do the walkathon, part of my understanding of that agreement that Anne and Coach Ault had was that whatever money they raised they got to keep, and we raised ten grand. Now that's way too much work for \$10,000, but back then that was a whole bunch of money,

especially when it was your first effort. Some of those monies started being allocated towards the budget, so then you *had* to do those things. Then that changes, and now you had a little pressure that went along with that.

At the same time, we were trying to build a program. The first year we fired the volleyball coach; the second year we fired the basketball coach. And when you run searches, especially high-level searches, it takes up your *life*, so all this was happening in the middle, and there was a switch that was starting to happen. I think women's athletics across the country were growing up, for those that didn't have really established women's programs back when programs were separate, when most didn't.

On our campus we were making the switch from an attitude that said, "Hey, look, just don't embarrass the university. Don't be in the A.D.'s office whining and complaining, and keep your kids out of the paper, and you can work here forever." So part of why we had so much of the firing, to be honest with you, is because that wasn't going to be good enough for me. I'm not saying it was good enough for Anne, and we really didn't get to see long enough because of these things that happened in her life those last couple of years. And basketball *was* very competitive. I can't tell you what was going on in the other programs, because I wasn't involved in those. Whatever the reason may be, that change didn't have an opportunity as much to happen with Anne, but I wasn't teaching a sport. I was doing everything else, but I wasn't coaching a sport like she had, so I didn't have that on me, and I began to notice it was not OK to be two and thirty-two *again*. No.

We began to say, "Hey, you have to get something done here. You can't work here forever. No!" So that was the transition, and that started when I came, to be honest, because it was like, "Well, hey, what are we trying to do?"

Chris Ault always wants to win, and I think it was just something where, perhaps, he just didn't have the time and energy to put towards it, as long as it was not a negative. "I can't (or I won't) do the things that make it be a positive, but I have an administrator over there. Work it out."

I don't know. He and I never really had that conversation about why it wasn't that way, but we did have conversations as to, "It needs to be this way, and we need to start having some expectations." I was too young to know it at the time, but the thing that needed to come along with some expectations then was more resources.

I was this kid, and everybody on the staff were white males older than me, except for my assistant, so I didn't get that piece, but thank God I never ran into it, because Title IX turned twenty. When Title IX turned twenty, NACWAA asked the NCAA to do a study. "Let's see how we've done. Title IX is going to be twenty, so let's do a survey of the schools, and we'll just see how we're doing." And it was atrocious.

There were thirteen components of Title IX across the board, and we were pretty much horrible on all of them, and that began to hit the paper. So people started saying, "Hey, there's this new law, Title IX." This law was twenty years *old*, but it just began to get a new life during that time. I think those were the Reagan years, so it didn't just flow through everything, but it began to get in the forefront.

Politically and PR-wise, institutions were paying attention. And this is my own two cents, but I think part of what was going on also was you had people that were in decision-making positions—primarily men, because that's just the society that we all lived in, and certainly Reno was no different—that had daughters that were playing. Now the daughters didn't have a chance to be competitive, and this kind of stuff comes out, and people were saying, "Hey, why is my daughter's team taking the *bus*?" I think when you put all those things together, it created some kind of political pressure to do something.

His support for Title IX wasn't something that Reagan was known for. Anyone that would look at it could tell that. It really lost some ground during those times, but it kept on even in the midst of that, not because of legality as much as some of the political things going on.

Then some people had some courage at Brown University and filed a lawsuit. I heard about it because it was appealed a million times. [The

case was filed in 1990 and was finally decided in 1998.] I probably heard about it right in the midst of that, because in 1990 I'd just become an SWA, and my first couple years I was just buried right in here.

So you take that along with the fact that Title IX was twenty, and you began to see in society how more little girls were playing sports. And now fathers had their daughters, and you put all those things together.

I think the Olympic Games of 1996 had something to do with that, too. I believe they were in Atlanta, and the thing that was really in the forefront was how the women's teams did so much better. In 1992, one of the things that you saw was that the TV network that had the contract—I forgot which one—was intentionally marketing towards showing the sports that women watched, because research was starting to show that women were the fastest-growing segment of people that were becoming sports fans. Men were “already” sports fans. They were growing, but not at any incremental level, because that was what guys did, but now women were like, “Hey!” So you saw gymnastics, track. It was those kinds of things that women wanted to watch.

When you looked at ticket sales, for whatever sport, the fastest-growing market was women. The guys had season tickets, but things were happening in society. Women were working more, having more of an opportunity. You started looking at some of those things in terms of corporate America, little strides inching along. So now the women were saying, “You know, I want a season ticket, too.” Before the 1990s, sports franchises didn't really pay attention to marketing to women.

Shoe companies didn't really pay attention to marketing to women, either. When we wore sports shoes, we had to buy guy shoes. Now you have all kinds of stuff in women's sizes. You can get your cleats, you can get your shoes, you can get everything. We had to buy guy shoes. Because of sizes, we were buying little boys' shoes, and if you wanted some really good ones, then you had to wear something that was a half-size or so too large. Now companies are like, “Hey, more women

are playing. Maybe we can make a shoe for them that's their size.”

So you put all those things together. The women did so well in the World Cup in 1998, I believe, and you had the Olympic Games of 1996 when the women's teams just blew up. Then the marketing really began to start changing. Then you had the CBS billion-dollar contract on the NCAA Final Four, and what that did was that put the women's basketball championship on Saturday afternoon and Sunday morning, so it was on primetime, because that was part of the CBS package. It was a billion-dollar bill for multiple years to cover the Final Four. For part of it the NCAA said, “Let's show the women's championship, but just the women's Final Four.” You didn't catch all the prelim games, although ESPN might pick them up.

So all of these things happening at the same time is what made up for my deficit in bringing some of these things full circle. I thought, “Boy, I'm going to have to give these guys more resources if I'm going to start holding some expectations to them.” That just kind of covered itself so that along the way I think all those things happened.

For us, Joe Crowley was very much an advocate. When we had to go hire a woman's basketball coach—and I believe that was probably in 1992, 1993, right around there—again, all the attention was on Title IX. Now the women were playing, and there was the question, “Why don't the women play in the same gym the men play in?” All these things were out there, and you couldn't hire a women's coach if they weren't going to get a chance to play in the big gym, because that showed that your institution wasn't supportive. Well, I went to the president and asked him for help, because I couldn't afford Lawlor since we *pay* to play in Lawlor. [Both men's and women's teams need to pay for court time.] Couldn't afford the practice time, couldn't afford to play.

So I talked to them over at Lawlor, and Joe Kirk's wife was the ticket manager in athletics, so I knew him. I don't remember who the manager was over there, but I know Joe was very involved,

and it came down to, "OK, if you're practicing on the same day the men are practicing, then we won't charge you for practice time, Angie."

"OK, great."

Again, people knew we were trying to get something done, and they wanted to know how they could help. I have to say there was a lot of that, people willing to help, because they knew me or they knew sports or something like that. Whatever angle it was, that was happening.

And since you had the marketing background, you could see that.

Yes. I could leverage a little bit of that, because I had a little training in that. I liked sports so much, and they never really had a really large administrative staff in athletics, although I don't know how it is now. So at football games, all the A.D.'s and everybody worked. When things were running, everybody worked, and I always did the guy stuff, too. The reason I always did that is because those were people I still needed to know. Those were networks I still needed to have and establish, and those were people that were really supportive and helpful when it came down and we needed something. That's what I meant by "because they knew me," because I'm a firm believer that a lot of it has to do with relationships—if people have their own personal, compelling reason to do something.

So I always had those opportunities to be involved in stuff, so I was at the women's games, I was at the men's games, I was at football, basketball, most of baseball, all of that. And I was at volleyball and women's basketball. But that paid off because, again, those are people that you wanted to know.

This town is really supportive of athletics. And people began to see, "Well, hey, Angie runs the women's program." Because I was there in all of the various things, I was able to utilize some of those contacts to help as we were trying to build the women's program.

But I went to Joe Crowley, when it was time, from the basketball standpoint, and I said, "We aren't going to get a good coach if I can't play in

Lawlor, and this is how much it's going to cost to play," after going and negotiating with Lawlor and seeing how much it was going to cost.

Chris didn't have the money and said, "Hey, we have other things," or whatever the case was.

I asked him, "Do you mind if I ask Joe?"

"OK."

So I asked the president, and he said OK. I think it was something like \$30,000, which was probably not that much to him. That was a lot of money, though.

So when we got Ada Gee, that's how we were able to do that, by saying, "You will play in the big gym." It was such a big thing nationally, because, again, of all the momentum behind Title IX.

Part of it was, honestly, that I came along at the right time. I mean, it was in the national picture, it was in the forefront, and so we made a run. When I first became SWA in the 1990s, I really wanted in 1991 to try to get the women's booster club going again, and I just had too much. I tried to and just couldn't sustain it, because I was counting M&Ms and stuff.

I had a little part-time SID, and he was still doing his thing, then I got an intern that I met at the NACWAA Conference. I got a \$5,000 grant, so I paid this woman \$5,000. The young woman wanted to get into the business for the year, but thank God she had relatives here. That was Amy Jacobs. Then I said, "Hey, this is what we're trying to do. We're trying to build this thing into a position," and then we built that into, "OK, now you take over." She did some marketing, then I could give her the walkathon and the other fundraising piece, the day-to-day kinds of things. That took all that off my plate, so now I was getting to be a little bit more established.

This was probably 1992 or 1993, so at least I took that piece off of me, and then the next thing we were able to do was hire an SID. I think part of how that came about was that we were in different buildings. The men's programs were really growing and the women's programs were beginning to get a little successful, and there was a guy who had volunteered for Paul Stuart when he was a kid. He worked in the office the whole time as a student and just kind of earned the chance

for this full-time position. Then as it turned out, that didn't work out so well. Then Jason Houston came and could really take that on and do that right, and he had a journalism background and knew about media guides, all this other stuff. So part of it was as I got freed up more I could really begin to focus on some other things, and that was really a blessing.

Little things were happening, and Joe was being helpful. One of the bad things that happened as Title IX got into more of the forefront was the elimination of men's sports. Nationally what was going on was institutions got pressure to equalize things. They felt like the only way to equalize was to take away from the men, when the intention was to equalize by giving to the women, but not by taking away from the men. Unfortunately, a lot of programs didn't do it that way, and we were one of them.

That was a *sad* day when we lost men's track. I remember I was at home making the proposals, because Chris and I were meeting about it. And Coach was very good. We would talk about that stuff before even having the meeting with Crowley. I was up a couple nights in a row at two or three o'clock in the morning, just reworking numbers and re-changing things, because by now, for Title IX, we were looking at participation, scholarships, and funding.

How do you configure participation, scholarships, and funding? That came from the CalNOW lawsuit—the National Organization for Women—so they had those numbers, and you wanted it to be 45/55 [women/men] in participation, scholarships, and funding. You could sneak a little bit of funding and go 40/60. So those became our goals, because California was right across the border. We felt like we were next anyway, so we went with CalNOW.

We started looking at the CalNOW numbers, and that's when I learned you can count track three times—for cross-county, indoor and outdoor—because you were counting participation slots. You can't count the heads three times, but you can count the slots three times. I just remember trying to work the numbers and work the numbers. I'm not saying I was the only one concerned. I've never

thought it was OK to get rid of track, though. I understand decisions were made, and they were hard decisions. I think in an ideal world you don't take away from that side; you add to this side. To me, that's what Title IX was about.

In the meantime, nationally, things were going on, and you had the safe harbors. I think this finally came out of the last Brown lawsuit, or one of the second to last ones, but you had three safe harbors. One was that you were proportionate. This was when proportionality was the big deal. Two was that you were unproportionate, but you showed a history and a continuing practice of building up the underrepresented gender. Then the third one was that you tried to offer more opportunities, and they [the underrepresented gender] just didn't want to play. To this day, I don't think that one has yet been tried in court. So most people fell in that history and continuing practice category.

Was that about the time the first five-year plan came in here?

The first five-year plan came in in a large part, because of NCAA certification. That's when Joe was the NCAA president, and within the certification, you were still looking at participation, scholarships and funding, and putting a plan together. That's the continuing practice.

It seemed like every other month a clarification on the Brown case was coming out of OCR, the Office of Civil Rights. They would clarify the clarification. Then there was a clarification on the clarification that was supposed to clarify the clarification. What? Well, it came out and said that any progress you made because you've eliminated a men's sport doesn't count. OK, so then you reworked your numbers.

In the middle of all this, men's wrestling and swimming and track—the large-number men's sports that were non-revenue, that were getting dropped all over the nation—were starting to rally. The unfortunate thing was it got to be a fight, nationally, between the men's non-revenues and the women. I forgot what it's called, but there's still

an association of wrestling and swimming and all those, primarily the wrestlers. With the wrestlers, there are a lot of people, a lot of our nation's leaders, that had that kind of background, and I get that. And even though wrestling was probably one of the smallest sports in terms of the numbers of schools, they're even fewer now. But wrestling got slammed over this stuff.

I think UCLA dropped men's swimming, and it may have been just one big school that had won national champions, but they dropped their men's program. Every time I would read something like that, I would say, "Oh, no!" because the institution would say, "In attempts to become in compliance with Title IX, we're going to drop this thing." So, of course, that builds it.

When we dropped track in this community, I had some really tough conversations with people. I would be in the grocery store—you know, and here's Angie wanting to be connected and visible and everything—and here are men *mad* at me.

I would explain it to them. First of all, it was not a new law. Second of all, we were an institution, and we had a couple different ways we could approach this. As an institution, this is the way that we approached it. There are other options out there, but we needed the funding to be able to do that. And I would tell them, "You want to give? Wonderful! Do, but you have to understand, it has to be *ongoing* money, and it has to be at the Division I level. It can't just be a club sport." Then men's track was talking about a lot of money. I forgot how much it was, but it was probably \$300,000 or \$400,000 at that time.

And all the money from men's track probably didn't go back entirely into the women's sports, did it?

Honestly, not entirely. The bulk of it did. There were other areas when there was so much . . .

But at least they were working on the proportionality issue?

Yes, but it's not like this amount of money got picked up and dropped into the women's program. You saw the budget.

What kind of issues were you dealing with, with male and then female boosters? You mentioned a negative response from some of the men. Were you getting a positive response from some of the women?

To be honest, I don't think I had anybody say, "All right!" [regarding the track team], and that makes me happy to say that. There may have been people that were happy we were making progress on the women's side. And part of it is that when you lose something like that, it's so significant you feel that. At the time it was actually golf and men's track, but then golf got endowed.

I know you weren't SWA yet when this happened, but you would have been around with the information and promotions position. My understanding is that when softball was cut back in 1988 that men's golf was also supposed to be cut?

It was golf and softball, yes. Absolutely! I know that.

But what seems interesting to me is that even in 1988, sixteen years after Title IX, there wasn't a concern about dropping a woman's sport because of proportionality.

Especially when you're getting rid of a women's sport that can carry eighteen slots, and on the other side, you're getting rid of a men's sport that will carry eight, let's say. And that's on a good year when they have a full squad. But again, what a difference four years make, because when 1992 came around, you would have thought Title IX was a brand new law of the land.

So that would have been your second phase, coming in from 1992?

Yes. My first phase of it really was when I still had to do just simply everything, because we hadn't grown to that point. I think our overall budget for all the sports, salaries, scholarships, and everything, was about \$700,000. When I left ten years later, we were at about \$2.2 million. So we made a tremendous gain, if you just looked at it on

the women's side. We grew something crazy like 300 percent. I remember that number. That used to be on my résumé. So that was that piece—when you were trying to do everything on \$700,000.

The middle piece, which was probably the six years in the middle, was fun. I probably wouldn't trade any of it, but that was the most fun, because that was really when the growth was happening, and certainly there were challenges.

You were fighting for money, but Title IX stuff kicked in, so you were getting some money from the legislature. Our state legislature was wonderful, and Chris Ault had to use some of his leverage. I'm not going to say Chris Ault was out there on the line with a sign. That's not the way that he is, and that would be being dishonest, but he had to use some of his leverage to bring in some of the money for the women. He has a very close relationship with one of the most powerful lobbyists in the state, if not *the* most powerful lobbyist in the state, and if Harvey Whittemore wasn't in support of what you wanted, especially during that time, it wasn't happening. But he was very supportive, and he would not have been if Chris had said, "Harvey, don't support this." It wouldn't have happened, because at that point, that's just the way the state was, and that's just politics. So Chris had to use some of his leverage in that. The first time we went after money in the legislature, we didn't get it, so this must have been about 1995. This was for women's athletics.

I think 1995 was the first year we went in, and I was still pretty far removed from what was going on legislative-wise. Chris Ault pretty much took care of a lot of that. The first year we went out we didn't get anything. The next time we went out, I do think that Chris Ault leveraged some things, but we were very, very active. We took Patty Sheehan [a Hall of Fame golfer] down to the legislature. We sat down with the money committees. We testified. We did National Girls and Women in Sports Day.

We took something like one hundred middle-school athletes down to the legislature and had them sitting with legislators during a session. Had a big media push. We had private schools bussing in kids, and we had to feed all these kids lunch.

We were all over the floor. Good PR, and then you had all these kids in there, and you dealt with your legislator, and you were sitting with someone from your district. This was some great work that Pack PAWS did. So I think it was all that piece, but I don't want to say that Chris Ault didn't have anything to do with it, because I'm sure that he asked Harvey for some help, although he never told me that. Then we were able to be successful, and that began it.

I can't speak enough for Crowley, because Joe had to get to the president at UNLV, whoever it was at the time. Maybe it was Robert Maxim. At that point, the whole strategy—and I think it still is—is to go on this thing together, both institutions, and say, "We have this Title IX thing. It's still big. It's still blowing up. We need a million dollars to be in compliance." Basically what they were asking the legislature to do was add more money for the next two years till we got to a million, and I think that's why we got money three years in a row, because that third allocation gave us a million. That's how I think that happened.

In the midst of all that, I tried to get the BoostHERS kind of thing going again. These were pretty powerful women that we were asking to be a part of it. Lynn Atcheson was very good. She hosted a lunch down at Harrah's Steak House, signed a letter with my signature and her signature, and called on some of the powerful women in this community and said, "We need your help." She made that happen. At that time, we kept it going for about a year and then just couldn't sustain it. Again, that was because I just couldn't do that, but as we were able to settle in and get a couple of other positions, it was probably around 1994 when we got back out there.

I got some grant money again, and we hired Randi Thompson, "Snowshu" Thompson's daughter, to help. We were doing some things like tracking down our alums, and part of her job was to help us get this thing going, because I couldn't do it. We had her for about six months, and Randi drove around, she met with people, and she talked to people. She was gathering our alums and doing a little historical piece.

When we had our first meeting, Michonne Ascuaga hosted this one for us at the Nugget. It was a breakfast meeting and you would look around the table, and there were probably twenty-five of the most powerful women in northern Nevada, and the four or five that maybe weren't at the meeting were invited but couldn't make it for some reason.

That was leveraging Lynn, and that was leveraging Mendy Elliot, because when it was time to get this started again, Mendy and I were having lunch at Harrah's Steak House. Mendy was very involved in AAUN—I don't know if we had changed the name by then, but it used to be the Wolf Club—and she was very involved in doing her thing with Wells Fargo, which was probably First Interstate at the time. I knew Mendy because of athletics, and we would have lunch once in a while, and she said, "You know Angie, you need to try to get that group back together. You need to sit with Chris and do it."

In the meantime, I was having a side conversation with JoAnne Elston, and she was suggesting the same thing, but it was really my conversation with Mendy. That was how I came up with the idea, "Randi's available to do this," although I'm not sure why I knew that. I thought if I could get this thing going, then maybe I could sustain it.

Because of having a lot of the resources from the walkathon, which we were no longer doing at that point, there were the connections and networking I was able to do because I was involved in athletics. I mean, this town loves athletics, you know what I mean? So that was very helpful just being a part of the program.

Then I was president of a pretty large black community group that put on the Martin Luther King dinner every year, and that dinner had 700 or 800 people—you know, corporate Reno. That was the Northern Nevada Black Cultural Awareness Society, NNBCAS as we call it, because during that time I was president of NNBCAS, and that kept me in the public eye. That's part of why I really stayed with NNBCAS. I love NNBCAS, don't get me wrong, but it takes a lot of time. But I stayed as close with it as long as I did partially

because it helped me a lot in my job. That was a fringe benefit, because of the things we were doing that were public. That's how I met Lynn, through NNBCAS, actually, and that's how I met Fritsi Ericson of the Nevada Women's Fund. That's how I knew who Valerie Glenn was, and Barbara Thornton. The list just goes on and on and on. So I was able to leverage that as well.

We were at this great, big dinner, and it was black tie—everybody was dressed up and feeling good—so I got to meet people at the reception and then Lynn would do what she does. Fritsi got me on the Nevada Women's Fund Board. That's the board of powerful women, Nevada Women's Fund. That's actually how I met Valerie Glenn, is through Nevada Women's Fund. I knew Michonne Ascuaga because of NNBCAS, so when it was time to have a breakfast, I could call Michonne and say, "Michonne, will you do this?"

"Sure, Angie, I'll do this for you."

That's how that whole thing was connected, and that's one thing I was trying to explain to my coaches one day. "You guys have to understand, this is why I do this community stuff, because this is what gives me the connections and the relationships with people. One, I can call and get advice from them—they're just helpful—and then, two, they open some doors for us and give us some opportunities."

That's when we changed the name to Pack PAWS. Randi Thompson came up with that, so that was our first Pack PAWS meeting. That was 1994, because we had our first Salute to Champions dinner in 1995. I left in 2000, and that was the fifth dinner.

Randi had been working on some other stuff, so we just kind of kept her involved then. The proposal that went to Joe Crowley for the Mary Conklin position was because we weren't going to have Randi anymore, but man, we had this powerful group of women, and they wanted to be involved. And my prayer was, "Lord, don't let me screw this one up, because they want to be involved." They care. They want to do this thing.

Paul Page was the Vice President for Development. He knew Mary because their kids were in the swim club together and thought she

knew the community. She was connected with a lot of people of affluence and influence, and he thought she would be good, so he puts this little proposal together. Coach said, “OK. Basically, we don’t have the money, but if you can get somebody to pay for it, OK, great.” Then we brought Mary in, and that really helped.

I learned a lot from Mary about just how to deal with a group at that level. You see, it wasn’t quite the Nevada Women’s Fund, but we had a lot of the overlap, and there were just some great people. Mary didn’t know anything about athletics, and I didn’t know anything about how to run a group like this, and that’s what we got from each other.

Hers was a half-time position, and when we hired her, we didn’t even have an office for her yet. She was literally working on a TV tray. Seriously. We had gotten the SID by then, and Amy had left, so we got a different marketing person, then I was finally able to hire an events manager, and they did special events and game management events. Now, of course, they’re different jobs. That was Ellen Houston. She was Ellen Wofford at the time and ended up marrying Jason, the sports information guy.

Ellen was an alum, former volleyball player, and worked at Harrah’s. Had a pretty good base and was a great events person. (I’ve actually hired Ellen three times now. I also hired her in the alumni office and hired her at student support services.) Anyway, that’s how we got a staff. So it was Ellen, Jason, Wendy, Mary, and me. Wendy McDonald took over for Amy, because Amy got married and moved to Santa Barbara.

We got Wendy by fluke, because her husband got transferred here from Oregon. She was a gymnast, and she had a marketing background and maybe even had some sports marketing. She came in and gave me her résumé. You know how you get the résumés, but something told me to keep this one, and I did. We probably paid her like twenty-five cents the first year, and then it grew into a real position. They were all very good, very blessed. It was a great staff, and we’re all very different. Here’s Mary, this middle-aged white woman, and here’s Angie, this kid from the

ghetto with a whole lot of energy and fire and all this other stuff. Then here’s Jason and Ellen who both went to school together, and Jason’s a local kid; Ellen’s from California. We’re just all very different.

By then we had gotten another admin, so then I had one that did my stuff and budget stuff, and someone else took care of everybody else, so then we could really begin to do some different things. We were beginning to get some money, because of the legislature, so we could not only build our coaching staff, but then hire people with more experience.

I had my administrative team in place, and we were building the coaching piece. Coaches got hired realizing that there were going to be some expectations, but we could have that, because they had some resources. I’m not saying everybody had everything they needed. They would never say they did, and I would never say they did, but at least we had some resources enough to have some expectations. So that was really phase two.

That’s when we had the fundraising; that’s when we got the couple of million-dollar gifts. That’s when the coaches began to realize, “Oh, I see.” See, coaches can be focused so much because they’re hired and fired based upon their success on their team. So you could easily think, “I’m the volleyball coach. I can care less if tennis wins,” but we were able to create a department probably because we had the departmental staff. My whole thing was, “Coaches, I want you to be able to coach and recruit. Now, let’s take care of your media stuff,” or, “Let’s take care of your promotions. Let us help do some fundraising. You coach and recruit.” In the coaches’ defense, in the past they’ve had to be concerned about promotions and if the lights are on—all of that stuff.

They’re expected to do more as far as the competitiveness, but they’re given more time to do it with?

That was also part of the additional resources: time, more talent—because they can get a better staff—and treasure. And get some more money.

How was recruiting changing at this point?

One, money. Two, we were able to hire coaches that had a better coaching background, because they had maybe been in another Division I institution. Before we really weren't able to hire coaches like that, so they didn't really know how to recruit at the Division I level. If you could hire someone who had been an assistant at a Division I program somewhere, they knew how it was done, or an assistant at a couple of different divisions. So recruiting changed because we hired people with recruiting experience, with recruiting contacts, and also because we could actually go see kids and fly kids in. And, we had scholarships for them once we had them.

So it was more than just having the scholarships to support them once they got here. You could go out and try to find them before they got here.

Right. Otherwise, we were finding them, but we weren't finding them at the caliber. And this is no knock. I'm one of those kids that was a walk-on. I just happened to be here. It's no knock on any of the athletes that we had, because if you get good coaches, you can coach people to perform at a higher level. But you want to have the best options available for you, and that gave them a chance to have that. It's all about options. You still may pick the same kids that you ended up with, but you had options.

Were you getting a lot more kids from out of state at that point?

Yes, because we had full scholarships, because that was part of getting the money.

From talking to other people, I understand that sports may have had a certain number of full scholarships as far as FTE went, but coaches were told they could only use them for in-state students because the out-of-state students were too expensive.

Which means they didn't have the full number. Yes, we went through that phase. To get

the full number allowed by the NCAA, it took us until 1998, the year we got the million-dollar gift from the May Foundation. Our conversation was, "What do you need to fully fund your scholarships?" because Dixie May has always been interested in scholarships, and I had to go and do the math.

By then we had tuition waivers, through the legislature, and Chris Ault was very involved in that as well, because the first two waivers only came for female student-athletes. Now we have them for all, but it was a female student-athlete thing then. That was for both UNR and UNLV, and that was Joe's piece of it. Waivers included your tuition and your fees, but you still had room, board, and books. So I could sit and say who had full scholarships all the way up to their full FTE (Full-Time Equivalent), which means out of state. Basically, there's no such thing as an in-state or out-of-state scholarship. It's a scholarship. If you use it for the in-state kids, if you get a local kid, they may not get room and board. But in terms of the math, when I was sitting talking with Dixie, it was full, because that was when you were at your NCAA complement.

You count scholarships in two ways. You have a head count, which means every head counts as one. It doesn't matter if they get a pencil or a full ride. That's one, as long as they're getting some money. So you have the head-count sports, and I believe that's volleyball, basketball, and women's tennis. (Don't ask me why women's tennis.) In state, out of state, it doesn't matter. But in those cases when we weren't fully funded, women's basketball might have had fifteen scholarships, but it was like you had ten in state and five out of state, because of the funding level. But now it doesn't matter. That's it on the women's side.

All the other sports are what you call the "equivalency." So that means, by and large, a scholarship is tuition, fees, room, board, and books. You can have fifty kids as long as you don't go over what you're allowed. Let's say track has twenty full scholarships. You could have a hundred kids, twenty getting tuition, and others getting other parts of that, as long as you don't go over the value of twenty full rides with tuition,

fees, room and board, and books. You got five for golf. So those are equivalency sports, and you really do count them in two different ways.

So when I sat down in preparation for a meeting with Dixie, I had volleyball, I had basketball, I had tennis. This is what they were allowed. Where were they off? If they were off just because of out-of-state tuition, that could be taken care of with a waiver, so you didn't worry about that. If not, then that was some more money we needed. Then I would look at swimming and see what they had. They could have eleven scholarships, but, ooh, they were at eight and three—eight in state, three out. So I would add in room, board, and books for these others, so now we could make those eight ins into out-of-states. I did all the math, and it came down to where we needed about \$100,000 a year, and that's why we got a million dollars—\$100,000 a year for ten years. That's how that piece went. Once we got Dixie's gift, that got us there, and that was the intention of the gift.

That gift did two things. One, it fully funded all of the women's sports right then. Two, it gave us a level of credibility that we hadn't had before, because here was somebody as well-known and respected in the community as Dixie May, who had enough trust in what we were doing in the women's program to give us a million dollars. That was a huge message, and it showed the coaches that we could all be in this together and be happy with each other because, look, we *all* won out of this thing. Some coaches won more than others, because some needed more than others, but it was a *huge* gift for us, and it set the foundation for the next million-dollar gift, which we got the next year. That was the E. L. Wiegand Foundation, who came to the Dixie May press conference by design and really wanted to be involved in it and make their own gift and their own mark in their own way. Their gift was for basketball, though.

So far we've talked about phases one and two of your career, which brought us up to about 1998?

It was probably about 1997 or 1998, and by then the staff situation had changed, and

the May gift allowed us to really enhance the scholarship situation. Phase three was really a fun phase because we had expectations that we would be competitive, and if not then we were holding people accountable. We actually made some coaching changes because people weren't competitive, because the programs weren't moving in the right direction. After a specified period of time doing all that we could to help and see if we could get these things going, we made coaching changes based upon that, and that was the first time that it happened on the women's side of the program at all. That was a time when we had a lot more attention because of things going on nationally. We were growing up, and we were able to pay our coaches more. So then, as we were making these coaching changes, we were able to attract a higher caliber of coach, a coach who actually had Division I experience for example. It really made a difference.

Devin Scruggs was one of those for volleyball, and Ada Gee was one for basketball. Mike Anderson, who was a great coach from swimming, grew up in the program, so I couldn't really necessarily say him. But those were the two in particular in terms of most of the changes. Curt Kraft, who was our track and field coach, grew up in the program, but the expectations piece really helped him to grow and develop into a real competitive Division I coach. He won a couple of championships.

Now we talked before about how we needed to move to Lawlor from the Old Gym in order to recruit a good coach for women's basketball. Still, the Old Gym has some character. I like it. I played much more in the Old Gym than Lawlor, which was built while I was playing, but Lawlor was so big, and it seemed different. We had a different mentality than the kids growing up now. In the Old Gym, if you got 300 people in there, you had to turn the PA system up. It could get loud and sound bounced off the walls. You got 300 people at Lawlor, and it was like, "Where is everybody?"

Along that same time we started getting 800, 900, or 1,000 people a game. If you had a real big game, did a real big promotion, you could get 3,000 people and you were filling up most of

the bottom of Lawlor. The biggest draw that year was close to 5,000, I believe, and that was with a big promotion, giving away stuff. Now we were filling up almost the entire bottom of Lawlor, and we started saying, "Yes! If we do this, we can play at Lawlor!"

It was a trade off. You want to have a home court advantage, and you want to feel the energy in it, but you have to get the numbers to do that. I would love to say that I sat back and strategically planned all this stuff, but it was just having the opportunity to put the staff in place first. Thank God they were great people, very skilled, good professionals, and I cheated them in terms of what we could pay them. They grew up in it, and in the end they ended up making decent salaries, but in the very beginning they didn't.

I mentioned already that we had Wendy McDonald, a great marketing person who came from Oregon State University when her husband got transferred here, and now we had Pack PAWS going after we restarted that in, I think, 1995. That gave us a level of exposure in the community that we'd never had before.

Pack PAWS really started as the BoostHERS Club in 1984, and I remember that because it was my senior year here, 1984-1985. At the very end of the year I think we had a banquet. We really tried to keep it going during that time but it kind of ebbed and flowed; it really wasn't anyone's job, and that is what made it really hard to do. Then I told you how we got it going as Pack PAWS.

Although AAUN raised money for everyone, they didn't really pay the attention to the women's side of the program that I would have liked for them to have done. They were doing some great stuff, raised a bunch of money, and yes, it did help to pay for some women's scholarships and provide some money, don't get me wrong. Whenever I was asked about it I said, "Look, we have one marketing person; they can't do men's and women's basketball." They didn't like it, I get that, but I could either be mad, or I could do something about it.

We wanted to have our first dinner, and we wanted to have a big-name speaker. This was 1995, and so I thought, "I will go after Jackie Joyner-

Kersee." She was the biggest name in women's sports at the time, but we couldn't get it to work out, couldn't get through to her people. They wouldn't call back.

Then it was indoor track season, and we had a really big pro indoor track meet. It was on TV, and guess who was going to compete—Jackie Joyner-Kersee. By then we had been trying for two months to make this thing happen but couldn't.

Paul Page, who was Vice President for Development at the time, said, "Angie, what are you going to do?"

I said, "I'm going to go introduce myself and ask her to come."

"What are you going to say?"

"I don't know." [laughter] "I'll figure it out when I get there, but this is our track. Our coaches are running this thing. I can get a pass. I'm going to go."

She was warming up off on one of the side rooms, and I went up and said, "Excuse me," and introduced myself. "This is what I do, and we would like to have this dinner. We have to start this with the *best* female athlete out there, and that's you."

She looked at me, kind of paused. She stepped back, and she said, "What's your name? Angie Taylor?"

I said, "Yes."

She said, "My best friend is named Angie Taylor."

I said, "That's me! I am your best friend!"

She laughed, and I laughed, and she said, "Yes, I'll do it. My assistant will be here later, so after I run, I'll take you up, introduce you to her, and then you coordinate that."

And I was thinking, "She is the one I was talking to on the phone when we couldn't make anything happen."

Anyway, I guess she just needed to know that it was something that Jackie Joyner was willing to do. And this was late in the year of an Olympic year—it was April—so it was that close to the games in her training. We flew her up early that day, she came in and spoke to the team, and then we did all the media stuff. It was huge, and it was *really* cool.

It was very, very exciting, because it was such a big deal for us. We had people who could buy tickets and send student-athletes. We probably had fifty, sixty student-athletes there. It was like prom night to them. They were dressed up, their hair was done, so you saw them very differently than you usually saw them at a game or in sweats, or if you saw them in the office or in the gym. Here came all these tall, just gorgeous women representing themselves. It was like, "This is really cool."

That was the first Salute to Champions dinner in 1995. It was at the Nugget, because I had the relationship with Michonne Ascuaga, and they were great. Mendi Elliot got Wells Fargo to host the VIP reception, because that was part of buying dinner. If you bought a table, then a couple of people from your table could go back, meet Jackie Joyner, and get their picture with her.

It was the same model that I was taught by Lynn Atcheson with the Martin Luther King Dinner. I had chaired that dinner about eight years by then, so it was like, "I can do this. I've got this one." Used the same model and had people come and have their pictures taken, and afterwards you gave them the thank you letter saying, "Here's your picture with Jackie Joyner." I mean, that was pretty darn cool.

That is actually how we met Lynn Bremer. We had this little budget, and we had put a *little*, bitty ad in the paper one Sunday. "How the heck is someone going to see this on a Sunday?" But we didn't know.

Monday we got into the office. It was coming close. Jackie Joyner was coming, and everybody was excited. We were trying to sell our tickets and trying to do a little silent auction, and there was a message on the machine, "My name is Lynn Bremer. I saw your ad in the paper, and I would like to buy two tables—one to put high-school female student-athletes at and one to put college female student-athletes at. I want to pay for these two tables. Please call me back."

This was the Sunday before, and the dinner was that Thursday. Needless to say, I called her back, and she came in, and we explained that we couldn't send high-school kids for free, because

that was an NCAA violation, and we told her how we did it with the university students. But last minute like that she bought two tables, came, and had a good time. Nazir Ansari was there, too, as the guest of someone.

Jackie Joyner did a tremendous job. All the media was there, and it was great. It was an Olympic year—in Atlanta—so there was all this excitement about it, and she was in such great shape. Oh, my goodness, this woman had *no* fat on her at all.

She got up and gave her remarks and was wonderful. It was a great evening. She had to leave, because she had to catch the last flight out that night to get back to L.A., so I walked her down to the limo. I gave her a hug and said, "Thank you, thank you, thank you."

I came back up, and by now people were leaving the dinner. Nazir Ansari was by the door, and I had never met him, but I knew who he was, because he was a professor in the business college when I was a student, and he was really hard. His class was one that all the seniors had to take, but it was really, really full, so they split it in half, and I went with the other group. I laughed with him, and I said, "You might not like me if I hadn't switched, because you were really hard."

Nazir has a very quiet demeanor about him—very wise man though, very, very smart—and in the very humble way that he talks, he said that he had a great time at the dinner.

I nodded and said, "Thank you. I'm so glad you could come."

He said, "Angie, if there is ever anything that my wife Mary and I can do for you"—Mary was a librarian at the time—"then you let me know, you give us a call."

So the next year it was about three or four months before the dinner, and we had the speaker lined up, but I hadn't been able to nail the sponsor down. I remember I was praying, and basically God reminded me of what Nazir said, so I got his number. I called him and said, "Remember, you said . . . ? We are trying to do this again, and I could really use your help. For one, I could use your prestige and the credibility we would get from your name, and then we could use some financial

support to help pay for the speaker.” We sat down and met, and he’s been doing it ever since. It has really given us a high level of credibility to be able to say, “Sponsored or presented by Doctors Nazir and Mary Ansari.” That helped us a lot, to be able to do that.

That really helped to propel Pack PAWS to another level, as well, because now this was a big, high-profile event that everyone was going to, in terms of women’s sports, bringing their daughters. It was a whole different kind of angle. It helped, as Pack PAWS grew up, that prominent women wanted to be a part of the organization, because that helped to give it some recognition and for people to recognize that this was something that was important.

That really helped us as we began to work with the legislature in getting some money for Title IX, and as I mentioned, we did the big celebration of National Girls and Women in Sports Day and brought all the middle-school kids.

Part of it was, as the athletics program was growing up on the women’s side, building not quite to a competitive level yet, we did a lot on the PR end. Some of it by design and some of it just happened to come into place, to be honest with you. We were more blessed than smart.

So that is really the dinner and how that has grown. I just used the model that I knew. Of course, it evolves, and different people’s fingerprints go on it, as it should. It helped us, credibility wise, prestige wise, to have the Ansari name and to have the help of those that I had to really start it. Without the Mendys and the Michonnes and the Lynns to really help me through that piece, I don’t quite know what we would have had.

Phase three was when things really just came together, more than anything. Our teams were getting to be competitive. Volleyball went to the NCAA Tournament, women’s basketball was this close to playing for a conference championship and going to the NCAA Tournament. Those things were happening, and swimming was winning conference championships basically every year. Track and field had just won a conference championship.

It was the Salute to Champions that got Patty Sheehan back involved, and that was huge. Patty made a big difference when we went to the legislators. She came down, testified, gave everybody an autographed copy of her book, really spent all day there. Now, she is very busy, but that got her involved.

Then, you had the Lynn Bremers that came in. Lynn started with the dinner, and shortly thereafter is when we had lunch, and she said she wanted to make a contribution. She was interested in golf, and I knew that she had an academic background, because she had been a teacher. Then her father passed away, and that’s when they found out they had money. She didn’t even know they had money until then. This was when all the bank mergers were going on, and the primary business her father and brother were in was banking, so their bank got bought up, and she was coming into some cash. You have to do something with it. So she was interested in golf, and I knew, because of her teaching, she was interested in academics. When we went to lunch, basically she said, “Let’s talk about some stuff you need.”

She said she wanted to make a significant gift, and I’m thinking, “What is ‘significant?’”

I didn’t know, so I called Paul Page, and he helped me through. He said, “This is how you have a conversation. Come up with something that you need but that’s important to her.”

She was a teacher, and she worked in inner city schools, and that was really important to her. “How about a study center? We don’t have one.” She put up \$50,000 or \$75,000 to really redo that.

Buzz Nelson, on the facilities side, was awesome in every way. I coached his daughter in basketball camp one time when she was in high school, and so he has always treated me as a daughter. He told me, “Hey Angie, the library is getting some new chairs, so I can get you twenty-four of those, but they will have to be recovered.”

I said, “OK, they are cheaper than new chairs, Buzz. Who do I call?”

It was that kind of thing, “There may be some tables. We have this extra carpet over here. I can get you this for half price.”



Left to right: Mary Conklin, Deborah Agosti, Mary Lou Retton, John Frankovich, and Tom Conklin at the Salute to Champions Dinner, 1999.

In every possible way that Buzz could help that effort, he and the facilities staff were great. They did all the work on campus, and all I had was the money Lynn gave us, and we had to make that work.

It was very small when we first started. They have expanded it a couple times, and she has paid for a couple of the enhancements since then, like putting air conditioning in and upgrading the computers. Every year she would do something for an enhancement for \$20,000 or \$30,000, and every year she would give \$25,000 or \$35,000 to run it for the year. For the first five years she did that, and Lynn liked it because of the academic success. We were looking at the number of hours that students were in that student center, and how that was impacting their GPA, and we did a big report with data.

Gwen Shonkwiler ran the study center. She was the former assistant swimming coach, under Mike Anderson, and she was leaving. She didn't want to coach anymore, but I knew Gwen, and she has her PhD—we actually went through the Educational Leadership program together. She has always been into student success overall. If it were somebody else I would probably pay twenty cents to have them come and run the study center, but she was so committed to it; she came in and built it up.

All this happened in phase three. Up to that point we had no study center at all; we just had a little study hall we were trying to run here and there with fifty or so athletes. That was something, from a recruiting standpoint, that we needed to have. The room that the Bremer Center is in now was the old boxing room at the Old Gym.

When Anne Hope was here, we actually turned it into a weight room. Anne built that, because she was a bodybuilder. That was something she realized was really important. During that time we were still working through our own issues in terms of our own department, so it was harder for women's teams to get good time in the weight room. They had a smaller, older weight room at the time, too. Now the weight room is big enough for everybody—we can all go in there at the same time if we want to—but during that time it was tighter for them, and it was harder. The culture still hadn't changed to the point where it is now.

Anne was so committed to it that she said, "I don't want to deal with it. We'll *build* a weight room." So, once the NCAA dropped boxing as a sport—it got moved to club status and went off campus—there was basically an empty room left. By then, the first version of the new weight room was finished in the field house.

Part of some of the gender equity money we got, we contributed to hiring. We always made sure we had a female on the weight staff, since that way it was more comfortable for the women in that piece. Therefore, we didn't need the weight room anymore; it was more available, more time, more staff, and the change in culture and climate there.

Where Lynn's entrée was the study center, Dixie May's was her father's legacy with scholarships. He really cared about that, and that was really important. Dixie was really athletic but didn't get much of an opportunity to play because at that time women really didn't, but she really became part of the university family as well as a family in athletics, and the May Foundation just said, "We will give you the million dollar gift."

That was phase two: Dixie's gift and then Kristen Avansino's through the E. L. Wiegand Foundation, and then Lynn's came along. So, this kind of convoluted between what was phase two and what was three. I think Kristen's gift came in 1997 and 1998—we got million dollar gifts two years in a row, because I remember calling it the "annual million-dollar-gift press conference." I think it was 1997 to 1998, for Dixie and for Kristen.

Part of it, honestly, was being in the right place when the timing was changing nationally. Part of it, also, was that we got Mary Conklin, because none of the gifts came before Mary. Mary made a big difference, because Mary fought like a donor. She fought like a constituent on the other side, like a prospective donor or just a person coming to watch the game. She did a lot of things, because she had that view from being on the other side, so she really helped to enhance that stuff.

As we began to change the thinking of the coaches, to be honest with you, I had to force some of it at first. I *made* all of them come to the first dinner—and don't ask me how I got away with this—and I made them buy a ticket. I told them, "We cannot ask other people to buy a ticket for things we haven't bought a ticket for. I'm buying my tickets. I'm coming, my mother is coming, I'm buying our two tickets, and I am buying two tickets for student-athletes."

Everyone asked, "Can we take it out of our budget?"

I said, "No."

How the heck can you tell people to do that? But thank God they trusted enough in what we were doing and where we were going that they bought their own tickets and they came. But I said, "Look at the power of me being up there at that podium making remarks and acknowledging all the coaches, having you stand and saying they each paid for their own ticket to be here." That is powerful. That is like saying, "We are glad you guys believe in it, but this is how much *we* believe in it. We bought our own tickets."

I understand that there have been issues with particular sports doing their own fundraising, or with women doing fundraising apart from the men. Was there any problem within athletics with fundraising for a specific segment?

Well, it was interesting. We had Chris Ault's approval from the very beginning when Anne first started the BoostHERS Club, because I came in a year or two into it and helped with that piece. We had his OK to do that. Then it ebbed and flowed, but when we got it back going again I

had his permission to do that. The first big thing we did was have the Jackie Joyner dinner, and that became so much larger than we knew it was going to be. I think that because Coach Ault had seen some of the crazy stuff that we had done in the past, both good and bad, he didn't have much of an expectation around it. For example, we had a girls' night out with some exotic dancers, and that was really bad. I made some mistakes along the way, trust me.

There was a sense of, "Great, Angie. Go get the women. You guys go do your little thing." And then here was AAUN or the male Wolf Club or whatever they were at the time, and they were raising \$600,000 or \$700,000 a year, so I got that.

I said, "I'd like to do a dinner, maybe have somebody come in, a women's sports figure. People don't know that many of us. It would be great if we could get a Jackie Joyner or something."

He said, "You can charge fifty bucks or so, and I bet you could get seventy-five people or so to come out. That would be great."

I said, "Thanks, coach."

Meanwhile, in my mind I am trying to get 500, because my expectations were so much more. His were based upon the limited things that we were able to do, and I get that. We hadn't really shown a propensity to do much more. I'll give him the benefit of the doubt for that.

We had this dinner, and the first thing that happened was I went to Stephanie Kruse, whom I knew, and said, "Stephanie, we are doing this event. Jackie Joyner is coming in, and we need an invitation. We need something to be laid out really nice."

So, Stephanie, who was always willing to do something, said, "Of course, Angie, you don't have any money."

"No, Stephanie," I replied, "I don't. Of course, I don't have any."

Again, she was someone that I met through the walkathon. At that time she was married to Craig Schriber, who was one of the founders of the BoostHERS. Stephanie has always been good to us, and she was committed to the cause. Part of it with her, too, was we really let her be as creative as she wanted to. It was like, "You are doing this for free."

Actually, the first invitation won an award. We were there with glue guns, because it was a fold-out of Jackie Joyner jumping over a hurdle in the middle, and we were gluing this thing to the card. We had "glue the invitations day" at the office. That thing won an award.

Our mailing list was all the names of everyone who had ever sponsored someone in the walkathon. We had done the walkathon for eight or ten years by then, so this was a bunch of people, people from all walks of life all over town. If you had given someone ten bucks from the Soroptimist Club back in 1987, you were getting an invitation. It was the only list that we had, and we could pull that because it all went through the foundation.

Meanwhile, Coach knew we were doing it, because we'd had several conversations. So we pulled this list and sent out these 3,000 or 4,000 invitations, and it hit the fan. All of these people, in particular the ones who had been in AAUN on the board, had been sponsoring people for the walkathon these years because they were colleagues, lawyers in their firm, coworkers, spouses, or friends, and they got this invitation to this big event, with Jackie Joyner-Kersey, with all proceeds going to the women's athletics program. They were like, "Hey, we raise money for sports."

The mistake that we made is they should have known up front. I don't know that it was necessary. I didn't even go to AAUN meetings, but I think part of it was the difference between what I knew—I knew what we were trying to do—and what Chris Ault knew. He probably thought, "They can get fifty, sixty, seventy women. They are going to raise \$5,000."

But we sent it out to 3,000 or 4,000 people, if not more, and I didn't know who exactly was on the list, but these were all people who were legitimately ours, because they had given to us. And that hit the fan. It really did. So that started a really tenuous relationship between AAUN and Pack PAWS, because immediately AAUN felt defensive. "Oh, now you have this group because we aren't doing a good job."

It's not that they weren't doing a good job, but they weren't doing the specific things that

we liked. The football team had a banquet. The men's teams had a dinner. We didn't have a sports banquet for the women. Someone won a conference championship [on the women's side], and there was no money to buy them rings. They got letterman jackets, and there was no one to buy these jackets. So this was for that piece, but it's hard to back into that once the start was that way.

There was definitely drama around that which we—I say “we” because I was part of the administrative team—could have resolved by saying on the front end, “This is what is happening. Let me tell you why this has been OK-ed. This is why I have gone to Coach and asked for this, and this is why Coach said, ‘Just let Angie do it.’” So we should have done that differently.

In all honesty, in my mind, I was really afraid that someone was going to shut it down, so I wasn't really trying to put it out there too much. I had to get permission to do it. I certainly couldn't do it without my boss's permission, but if anyone got too concerned about it before it happened, I was actually afraid this might get shut down. So by the end, of course, the invitation was out, and it was not going to get shut down, but that was sort of the tenuous relationship between the two organizations, which I still regret to this day.

It could have been much more supportive from day one. It was more, “We are just filling in some of the gaps that you guys aren't doing,” not, “Shame on you for not doing it.” We had been told AAUN had other areas of interest, and I got that. I could be mad, or I could say, “You know what, then I have to find a way to meet these needs, because now I have teams winning conference championships, and I've got to find a way to buy them rings. They deserve rings. Let me just go find another way to do it and not hit up the donors you are hitting up.” And a large part of this list was people that had never ever given to anything other than the walkathon, a very large part.

I remember getting my behind chewed the day after these things hit, and I was wondering what I should have done differently. Well, not much, but it really came down to the communication piece, and I should have said, “Maybe we should talk to them.” But again, it was this fear piece.

So, we had the dinner, and there were about 375 people there, almost 400. I was a little disappointed because it wasn't 500. Chris Ault came in, and he was probably like, “What?!” because he was thinking something totally different again.

We scheduled it at a time when the president could come, scheduled it at a time when Chris Ault could be there, gave him an award to present to the youth winner, because they really appreciated his position, and it would really mean something coming from him. I did all the other things that I thought were important, so that he and the president had a role in it to play, to show support, and it has just grown from there. That was the drama behind establishing the organization and the raising of the money.

We had to be very careful about not hitting up the same folks. I didn't have a fundraising staff—I had a part time person in Mary, who spent probably half of her time with Pack PAWS—so it wasn't like we were out there knocking on a bunch of doors all the time, but that was a big concern.

Jeff Ardito was the associate A.D. that was in charge of AAUN at the time, and when the invitation went out he was blindsided completely, because I don't think he knew *anything* about it. He was answering the phones and responses from boosters coming in mad and saying, “I got this invitation. What is this? We thought we were the fundraising arm.”

He was caught in the place, and it was like, “Give Jeff Ardito your list, and he can take a look,” because Jeff had said we used his list.

“No I didn't,” I said, “Jeff, we have our own. This is where we got the list from.”

“Well I want to see the list and compare it to ours.”

“OK. You compare it, and you let me know if 90 percent of it isn't different.”

What research was showing at that point was that there was a little bit of overlap, people that just support everybody, but that for the most part, if you do this thing right, you really can target two different groups. That really was our intention.

I had people saying, “Shoot, Angie, compete. Tell them, ‘Hey, let's just talk.’”

I said, “No, I believe there is a total different market out there that can enhance and add to the pot.”

Was there that same kind of issue with the Wiegand or the May gifts, since those were targeted towards women's athletics?

Certainly not the Wiegand, at all, because it's difficult to get a Wiegand grant. You have to be invited to apply. Kristen Avansino, who was our main contact on this, invited us to apply, so it is hard to say that money could have gone elsewhere. Not with the Wiegand grant, not that million.

There was some controversy over the May gift, because that was when we were building Legacy Hall, and I know that there was some desire to get a contribution from the May Foundation for Legacy Hall. According to Dixie, she was looking to contribute to women's athletics, but there was a little controversy internally. It was immediately put aside because, when it came right down to it, Dixie said she was not going to give to that because this was more along her lines, because Dixie is a scholarships person. She's not a bricks-and-mortar person. I think that once that was clearly understood maybe there was some backing off on that, but you've got to line up with the desires of the donor. She is a scholarship person because of her dad; she wanted May Scholars. That she has always done in honor of her father.

That was the biggest one-time gift to athletics at the time; she really stepped up. I spoke longer than she did at the press conference. Dixie spoke all of two or three minutes.

One of the things that was great was we really tapped into a lot of the other university resources. We got Mary Conklin because as we built Pack PAWS and things began to happen, we started saying, “Hey, you know what? There are people that are really interested in this.”

I had been down this road before, and at that time Randi's contract was running out, so we had to get somebody else in. Then I found out that over in the foundation they had halvesies—half paid by the foundation and half paid by the department—so they could get development people. So I was

talking to Paul Page, who was very good. I learned a lot from him. And I said, “Is this something that we could do? I don't know where I would get our half from, but I am wondering if it is even an option.”

He said, “Angie, it might be an option. In fact, I may even have somebody. Let me give it some thought.”

So, he was the one who said Mary would be great. Mary did it part time, and our agreement was that we would do this piece for a year, see how it went, and the foundation would pay half of the full time salary which is just half, so we didn't have to cover anything, since she was part time. If we got some money, we could see how it was paying.

You get a couple million-dollar gifts, and you can find room in the budget for that. Chris Ault had to sign off on it, and again, very generous. That is how we started.

That's when Mary came in, and we had a golf tournament where her contacts really helped to take it to a whole new level. She was from the golf community, and she got us in at Hidden Valley. You couldn't just go out to the public course down the street and do that. I didn't have a high-end buy-in, so she really helped with that and got all those women to gather and rally around it. They have a great working committee—all the Hidden Valley women.

This wasn't the Patty Sheehan event, although Patty would come and take pictures with people. Again, it was the dinner that gave us the chance to get Patty back involved. We had her emcee the dinner one year, and she was really, really funny.

Phase one was tough. It was a lot of work. Thank God I was young and had a lot of energy, and I didn't have much of a clue. Phase two I really began to recognize what else was going on with other things that we needed.

I got more involved nationally when Joe got me on some committees. I got involved in NACWAA. I started seeing what other people were doing, and that helped me say what I needed. I got a couple of mentors out there in the business which really helped me in terms of managing my staff. Chris Ault was very good at that. When we would go out of town for a conference or

something, then I could spend some good time with him and really get some good advice from him. Other than that, a lot of the time he was wearing two hats [football coach and A.D.], so it was hard to just grab him. But it was good to have some women athletics directors in the business that I could call and get advice from on hiring and searching people out and managing staffs.

I got involved with NACWAA by accident because my first year or so, I didn't know anything about it. I was just out there doing my job with my head down, just digging. Then the NACWAA conference was in Phoenix, so it was close, and I thought, "Oh, sure."

When you went to NACWAA you would have your name tag, of course, and it was some kind of demarcation that showed if you were a new NACWAA member and it was your first conference, so I had that on my badge. There wasn't a whole lot of diversity, I've got to tell you that, and there certainly wasn't a whole lot of diversity at my level. I noticed those two things right away.

We were in between sessions or something, and I was passing by Chris Voelz. They had separate programs at the University of Minnesota at this time, and she was the women's athletics director at Minnesota and was also the president of NACWAA. I didn't know she was the president of NACWAA, and I didn't even know the name Chris Voelz, because I really hadn't gotten out much.

She stopped, and we started talking about diversity and the lack thereof. She asked me my opinion, and I asked if she wanted me to be honest. She said, "Yes," so I was.

I said, "There are not many people here who look like me."

She said, "Are you going to stay?"

I said, "I really don't know. I'm just getting to know the organization, but there is not a lot of diversity, not a lot of people like me."

So we began to talk, and as it turned out, in athletics there was always a lot of movement, so there was a vacancy on the board, and Chris got to fill it by appointment, and she appointed me. That is how I got on the board of NACWAA. I wasn't a

member, but I was on the board, so immediately I was in the middle of it. I was in meetings with these all these SWA's and a couple of women's A.D.'s from these independent programs, I was learning from them, and I got a chance to talk with them. That really helped to give me some exposure and to help me understand that, "Angie, you can't just stay on your own campus. You have got to know what else is going on out there, for the sake of the program."

Then I got to really understand as gender equity came out. I became SWA in 1990 and went to NACWAA in the fall of 1991, so I went my whole first year with my head down. That was when Title IX was getting ready to turn twenty years old, in 1992. I was on the board, and there was a lot of conversation about gender equity, a lot of conversation about hiring, female coaches versus male coaches, and the importance of playing in arenas versus smaller venues. I was in the middle of this stuff kind of by default, just because I happened to be in the room when Chris Voelz walked in and we had this conversation.

It really helped to open my eyes and to give me some contacts in other places. It gave me a couple of mentors and really made me see, "OK, Angie, as busy as you are, you can't just keep your head down and dig. This other stuff is important."

Then I got on the Wade Trophy committee, so now I was going to the Final Four every year, and I was meeting other people there. Those kinds of things began to happen, and it made me better, because it made me see what else was going on out there. The coaches went through a lot. Now they were transitioning from, "Who cares if you win or lose? Just keep your nose clean," to "Now we do care, and we are going to hold you accountable at whatever level you are getting extra resources." If I leaned toward basketball on some decisions, it wasn't because I played basketball but because that is market driven. Basketball coaches make more; basketball budgets are bigger. I can tell them with confidence that, "You know what, I've got to do this in basketball, or we're not going to get a good coach. This has to happen in volleyball. With tennis, you're right, I think you need this and this." You get other ideas; you're not just in isolation or

in a vacuum. That is when I learned you have got to stay connected.

At this point, now I could sit down at budget time and talk to Coach and say, "We are getting a new basketball coach. We need twenty-five thousand more dollars."

"But they are making the same as . . ."

"Yes, I know, but here is some national stuff. This is what we need. We are going to get a basketball coach who is going to win two games, which is, by the way, the reason we fired the last guy." It gave me a level of confidence, because when I first became the SWA I was twenty-six years old, and everybody that reported to me basically was a white male, except for my secretary. Nationally, things were going on, so I was hiring more women, and then I got accused of only ever hiring women. But I could stand up to it and have conversations about it. "Believe it or not, agree with it or not, I'm going to be honest with you, and I'm going to tell you why this is the way it is."

On the women's side there is a much smaller difference between sports than on the men's side, so I can't even imagine it on the men's side. It's tough. If you are one of those lower profile women's sports, it's hard to not feel left out. My piece on that was just, "How can I still make them feel like they are important, and they matter, even though they aren't going to have the same things these other people are going to have?" Let them know it's not personal, but find out if they have what they need. We would look at averages with peers in the conference.

I started having a rule. "Don't come in here and talk to me about anybody else's sport. Let's talk about your sport. If you are the lowest paid coach in the conference let's talk about that. Let's not talk about whether you are the lowest paid coach on the staff, because you still might be top in your conference and lowest on the staff. Are you competitive? Do you have what you need so that you can be competitive and win some? Let's talk about that, and if not, then that is what we have to work on." Maybe I can do it, maybe not, because bottom line, if football and basketball is in the tank, nobody's getting a raise. I can give you a hug and say, "Great job!" because we don't raise

money—not like that. That was just the business of athletics.

One last piece in these phases is when we all moved to Legacy Hall, which is basically the end part of this. Legacy Hall was the brainchild of Chris Ault, and it's a wonderful tribute to the athletics program. It's beautiful, and it has received national recognition. Because of the growth that we had, we were one department, but it almost looked like we were two. The women were down in the Old Gym, and we had our own sports information person, our own marketing person, our own events and game management person, and our own development person, so it looked like different departments. The training staff still reported to the head trainer, but if that position were vacant I wouldn't be in charge of it, but I would be involved with filling it. It was the same thing with the strength and conditioning staff.

When Chris Ault started planning for Legacy Hall, he asked, "Angie, do you guys want to stay down there, or do you want us to be together?"

Well, there is no way we could have a brand new building on campus for athletics, and then the women weren't in it. That would just send the wrong message. So I told him, "No, we really need to be a part of that. We can't be separate."

I talked to a couple mentors who said, "Angie, you can't let a new building go up and you guys not get in it."

It would give the perception that the women weren't worthy of being in the new building, and it would have been because of a decision I made, and that was not the perception. But more than that, if it was going to be brand new, you want everyone to be that way. But I also knew that in moving in there that would combine everything, and so it would change the world. For ten years, basically, I got to run my own thing, through all the ups and downs and everything else.

So, things began to happen, things began to shift, and as we began to get ready to move into Legacy Hall, my job changed. The compliance end was growing a whole lot, and in the midst of all this my title changed from SWA. It was going to be associate athletics director, but it turned into senior associate athletics director, because



Legacy Hall

people weren't even using SWA anymore. Some people were having the person in their SWA role be their lead compliance person, which is a very different function. We had a compliance person at that point, but that person was going to report to me on the compliance end.

This is how things were going to change when we moved to Legacy. I knew that my marketing person would not report directly to me; they would report to the marketing person there. The sports information person would not report directly to me but report to the head SID there. The staff that I had had would no longer be my staff. It would be very, very different, and I knew that, but I still couldn't have the departments be separate.

I actually told someone, "When we combine, I may not make it, because it is going to be that different." And I didn't, as it turned out—it wasn't a good fit for me after we did that, but it was still better for the department in terms of the entire message that was being sent. It changed things a lot

in that, and then my moving up there and taking on the compliance function.

I'd never had a background in compliance, and as important as compliance is, that was never something I really wanted to do. My job changed a lot, and so my commitment when that happened was to check it out and see how things went. As it turned out, other things happened, other opportunities, and about a year into it, it became clear to me that this didn't work for me.

The move to Legacy Hall came at the very end of 1998 and the beginning of 1999. It was right around Christmastime when we moved, because I remember it was still really cold. We had a new building, and the heat didn't work, and we had all kinds of issues. There was a lot of attention just in terms of settling who reported to who. Now the Salute to Champions event wasn't necessarily really my event anymore, but, man, I was used to this being my event. Part of it was *me*—the transition that I needed to make to make this work.

Another part of it was that here are these people that were used to being on my staff, and they had their own sense of ownership behind these things. It was a tough transition for probably everybody, and it impacted me the most. It made the job too different for me. I was running my own shop, and I could set the pace and direction for this piece, within the context of the whole, for *ten* years.

Prior to this you hadn't had to do a whole lot with compliance reporting and things like that? That would have been done by Suzanne Bach?

No. I didn't do anything, but now I was *the* compliance person. Suzanne had left by then, and it was Sandy Niedergall and Chris Exline. When Suzanne was here compliance hadn't really grown up like it now has.

What did that do to the expectations for your staff, although your staff had changed too? Did you have compliance staff at that point?

We were in separate areas. Exline had compliance, for the most part; Sandy had some pieces of it, and then I picked it up. That part of it had never been separate. Sandy also had the academic end. All the weekly reporting forms, that was all me. There was an assistant volleyball coach at the time that had some interest in perhaps going into administration, Sue Peters, so she would help a little bit here and there—more organizationally. We put together this great compliance manual, and she really did the bulk of that in terms of how we should lay it out. Compliance became a big part of my job, and that is something that I had never been interested in. OK, I wanted to end that piece and that's how we ended it.

Do you want to talk just a little bit about the conference changes over the years and what that meant to women's athletics?

At first, just being in the conference meant something big. When I played we weren't in a conference, and when I came in 1987 we were not in a conference. Actually, 1987, I think, is

when we got in the Mountain West Conference. As a matter of fact, I think I had been on the job about twenty minutes and I was doing conference stuff, so that was the first year, that was Mountain West, and then a year in the Mountain West and Big Sky merged.

Mountain West was a women's conference—basically the women's version of the Big Sky. Now, the Big Sky had been around longer, but I think women's sports programs were starting to grow up, and those schools wanted to be in the league, and it made sense for them. It was Idaho, Idaho State, Montana, Montana State, UNR, UNLV at the time, and there were two other schools, maybe a couple California schools. I believe it was volleyball, basketball, tennis, and certainly outdoor track/cross-country, maybe indoor and outdoor cross-country. Swimming wasn't in it, and softball was dropped in 1988. I think that was it.

When we merged with the Big Sky, it was like the men's and women's versions of the same league going together. What it did was it just kind of gave you more of an alignment. Just being in the league, for one, if nothing else gave you something to play for. Now you had a championship that you could play for, and this league had an automatic bid. The scheduling piece was much easier. From a recruiting piece it had to make a difference, and then again you had some kind of affiliation.

Notre Dame can survive as an independent, but everybody else needs to be in a league. Notre Dame *football* can do that, although you might question that this year, but for everyone else, you really do need to be in a league. Going in with the Big Sky I think helped because it added a level of credibility, even to the women. Most people in the community didn't know your men's conference, women's conference. They asked, "So the women are in the Big Sky right?"

"No, they are in the Mountain West." Most people hadn't even heard of the Mountain West, so it was much easier once they merged.

Was that the first time that the women's and the men's teams had both been in the same league?

Yes, to my knowledge—in terms of conferences as we know it. Now, if you go back to the AIAW, maybe there was something a little bit different, but once you got into the era of the NCAA, yes.

Were there specific intentions behind conference changes relative to women's athletics or were the conference changes that happened later on more a function of other things?

Women's athletics didn't play much of a role. That kind of stuff was driven by the revenue sports. Most of it was driven by football, and then to a lesser extent, at the time, men's basketball, although one might argue that now. But at that point most of that was football driven. In talking about going from I-AA to I-A, the only one who has that designation is football. All the other sports are Division I; there's no A or AA or AAA.

Did that switch have any impact on women's athletics?

Absolutely, because, first thing, we were going to the Big West, which is a Division I-A conference. For the women, the division status change didn't make a difference, because football was the only one that had that demarcation. But there was a conference change, and that did have an impact, because in each conference you had different sports that were strong. For an example, Montana was strong in women's basketball in the Big Sky. You go to the Big West, UNLV was decent, and Long Beach State was running stuff, and Santa Barbara. The better example for the women is volleyball. Big Sky volleyball was not at all at the same level as Big West volleyball. In the Big West you had four teams in the top twenty every year, with three in the top ten. So immediately, with volleyball, they were lining up against Long Beach State, against UOP, against Hawaii, and against Santa Barbara. Those are four teams that are always in the top twenty, three are always in the top ten, so it changed volleyball's life.

They could compete and come close to winning the conference title in the Big Sky, where

in the Big West they were just trying to hold on. That was 1992, if I remember correctly.

Swimming was not in the conference, because Big Sky did not have swimming. Swimming was in a league, but it was called the Pacific Collegiate Swim Conference. Swimming was a sport in the Big West, though.

So scheduling suddenly got very easy?

Yes, exactly. Well, swimming is a little different, because they really only have their last meet at the end of the year, but you have some other affiliation, and you are affiliated with everybody else. Now, instead of swimming being out there by themselves, they were in the mix. That's when those things really began to make a difference. With swimming it changed their life right away. They got in a league. Actually, in terms of the strength of the conferences, swimming was winning the championship in the PCSC (Pacific Collegiate Swim Conference) and in the Big West. Our swimming program was just that good.

It made it a much tougher league for volleyball. It took them several years to recover because, again, you were dealing with those four top twenty teams, immediately. On one day you actually have a chance to win a conference title, and then the next day you have four teams in the top twenty and three in the top ten. Then you are maybe not so much playing for a league title, but you are trying to get an at-large spot. It was a whole different mentality, how you scheduled. Before, you won a conference title, you automatically got in. It changed baseball significantly, too, by the way, but it changed volleyball in that extent.

In basketball, there were different philosophies from the league. Big Sky was much more of a slow, walk-the-ball, control game, a pound-it-inside kind of a league. Big West was a front-court, more of a guard-dominated league. Then you had Santa Barbara who was the class of the conference, with a very different style of play than Montana, who was the class of the previous conference. So sport by sport it varied, but the biggest impact by far was on volleyball.

But going from a I-AA conference to an A conference, although most people out there don't really know the difference, the Big West had a higher level of prestige, so that impacted everybody from a positive standpoint. Big West was involved in Big Monday, so men's basketball teams were always playing on Monday night on ESPN. They had some television opportunities, a little bowl-game opportunity—one, but it was still a bowl-game opportunity that you didn't have in the Big Sky, at all. It had significant impact.

There is no question that it was a mostly positive change. Football won the conference the first year, and I think swimming did, too. In fact, it really made volleyball and baseball better, although it took them a little longer to come along.

The bigger conference move was going from the Big West to the WAC (Western Athletic Conference). I was involved in all the prep stuff, but then I left in 2000, and that was when we joined the WAC. From the outside looking in, it was a much bigger step than we thought it would be. Overall, it was still good, because the WAC is a more prestigious conference than the Big West—and that's recruiting and television opportunities and all of those things that make a difference. It affected what kind of coaches you can get, because coaches were trying to climb and move. It took us longer to adjust to the WAC, because the change we had made we didn't really feel that much, overall, as a department. Individual sports did, but overall, the department, in moving from the Big Sky to the Big West, didn't feel it that much, and it felt kind of good actually.

From the Big West to the WAC—that was felt. From the outside looking in it seemed as though that was felt a lot more. They were good moves, because right now the Big West isn't even a football-playing conference, so that's one reason. It's becoming a I-AAA conference, which is a Division I conference that doesn't play football. There were schools that are in the Big West right now that play football, but they have to scramble and come up with something else or

play independent. Like UC Davis, Sac State, they play schools like us, but now they're independent and trying to scramble, and you don't want to be independent unless you're Notre Dame.

The WAC was just a much bigger step. Look at the big boys. Back in 1999-2000 I was looking at an opportunity to go to the same position, associate athletics director, at the University of Michigan. At that time our Athletics Department budget was something like \$8 million or \$9 million. Their budget was like \$30 million. You start thinking about that in terms of any move that you make, so part of it certainly was money and not having all the money we needed for the WAC. We could fake it in the Big West. It was harder to fake it in the WAC.

The teams have recovered, and people are winning conference championships, so you have to certainly applaud those members of the staff that said, "You know, I am going to make this transition and kick this up," and the administration, starting with Chris Ault through Cary Groth now, giving people more of an opportunity to do it. From the outside looking in, it was a bigger step up than anticipated.

Do you want to talk just a little bit about some of the awards you have received?

I think the best award that we got is when we got an Adelante Award, and it was something that NACWAA gave out. It didn't get a whole lot of recognition, but that was a departmental award for strides and progress we had made as a department. I was very, very proud of that. I was very proud of the exposure that we got from the million-dollar gifts, because when people give you that much money that means they have a level of trust that you are going to steward the gift and do the right thing with it and represent *them*, because now their name is affiliated with that. That was a big tribute to us. Those are the ones that stand out the most to me.

I know that there was an individual award that you received from the National Association of Black Journalists.

Yes. I just got that this summer. That actually impacted me more once I was there than I realized. What they do is they travel around, and as they get into various regions, they look for people in those regions who have made a noteworthy contribution to sports and those areas. That was cool because sports was a lifetime ago for me. I am much more of a sports fan than anything else now, but it was cool just to get some recognition.

In ten years we made a *bunch* of strides. When we started off we had about fourteen people on my staff in 1990, and when I left in 2000 there were about thirty-five. And the budget went from \$700,000 to about \$3.5 million or whatever it was. It was a blessing to be a part of that, and some of it, I know, was the timing of the day, with Title IX turning twenty, but I thank God that we were able to make some good decisions around that—some of the challenges in navigating the cultural shift that was necessary and all the politics that go along with that and still maintaining and still moving forward.

There were great people. It's amazing, as I look back and say, "God, you know, these people really trusted me." That followed me, and even in the midst of all of it they really trusted me. Now, looking back, that's really scary because there was so much at stake. When you are in it you don't think about it.

It was, "How are we going to do it?"

"Well, because we have to."

It was a great time of my life for the time of my life that it was. Wouldn't trade it, even the hard times or things I would love to not have had to go through, but it all contributed to where I ended up, personally, as an individual.

Someone asked, "Would you ever go back to athletics?"

No, that was for that time. I loved it, wouldn't trade it, am blessed to have had it, but no, I wouldn't go back. And I don't mean that in a bad way, but it was just that time. Some stuff is just for a season, and you let that season be like that season is, and when that season is over, there is a new season. So, a new season for them—they've done well without me.

JIM KIDDER

Jim Kidder: I was born in Berwyn, Illinois, a suburb of Chicago, and then during the Second World War, when it looked like my father was going to be drafted, we moved to northern California to stay with my grandparents. But my father wasn't drafted, and we stayed in northern California, so I went to high school in the Bay Area. I started at Stanford but saw the light and transferred to Berkeley, where I received all my undergraduate and advanced degrees.

I became a researcher while I was working on my PhD at Berkeley. As a result of that, I got interested in academic planning, particularly from the financial side, and that was a course I pursued in various capacities in Alabama, upstate New York, Colorado, and finally here at UNR.

When Ashok Dhingra, the vice president for Administration and Finance, was hired, one of the conditions that he had with Joe Crowley was that an Office of Planning, Budget and Analysis be established in order to have continuity in that entire process. I was hired as the first director of that office, and then some eighteen years later I retired as Associate Vice President for Planning, Budget and Analysis.

Mary Larson: To get back to your family, who were the adults in your life when you were growing up?

I was very fortunate that when I was born I had nine grandparents—grandparents on both my mother's and father's side, and going back to even a great-great-grandparent. In fact, when Great-grandfather Dunn died, my grandmother (his daughter) was telling my mother about his death. This was, of course, during the Second World War, so the immediate thought I had as a five-year-old was, "Who shot him?" [laughter] That remained a family tradition when anyone died, "Who shot them?" So, I had really great connections with all of my grandparents, with my parents, and with my sister. As I said, we all started out in Illinois, but eventually the entire family, including aunts and uncles, ended up in California.

My mother was Carmen, a name that would work really well now in the Hispanic community, but she was Irish. My father, Jim was a musician. (I'm not a junior. We have different middle names.) He played trombone and piano, but jazz musicians and jazz music didn't really do that well during the Depression when they were married and when I was born, so he ended up going back to school and becoming a personnel director. I have a younger sister named, appropriately, Melody.

What kind of activities were you involved in when you were growing up?

Some sports, but I would say lots of student government. For some reason or another, I was always drafted, whether it was the president of the fourth grade or the fifth grade or the sixth grade or the eighth grade or freshman class president or student body president in high school or student body president in college. I just seemed to be one who drifted into student government and lots of activities in that way.

Which would explain, when you got to Berkeley, how you got involved in the management of athletics there?

Yes. When you and I talked on an earlier occasion, I pointed out that at one time in the 1940s and the 1950s—I was in college 1952 to 1957—there were three universities in which the athletic program was, in fact, controlled by student government: University of Washington, UCLA, and Berkeley. The athletic programs in the former two, though, went belly-up financially, and the universities were forced to take them over.

In college I served as president of the Associated Students (of the University of California, or ASUC), and the entire athletic program—the executive director, the director of intercollegiate athletics who reported to him, all of the coaches who reported to the director of athletics, the football stadium, the basketball pavilion—all of the sports were, in fact, under the control of the Associated Students. We had our own retirement system, and all of the revenue that came in went into student government. At that point, from our athletic program, we were making over a million dollars after paying for nineteen intercollegiate sports at both the freshman, junior varsity, and varsity levels.

When you got to Berkeley, what position did you start with in student government that got you involved with athletics?

That was quite fortuitous. I transferred at the end of my freshman year and arrived on the Berkeley campus in September, and I don't think I had ever been on the campus before, so

I at least wanted to know my way around so I could get to my classes. As part of new student orientation I went on the campus tour and struck up a conversation with the gentleman who was conducting the tour. He asked me where I was from, and when I said I was from Hayward, he said he was in a fraternity with Howard Settle, who was also from Hayward. Well, Howard and I had both played in the high school orchestra together—Howard was a French horn player, and I was a bassoonist—and we had both been officers in DeMolay together, so I asked him to say hello to Howard. When I got back home that night in Hayward, there was a phone call from Howard asking me if I'd like to go through rushing. I said I wasn't really interested in joining a fraternity, at least at that time, and he said his roommate, Ralph Vetterlein, was the president of the Associated Students, and he wanted me to meet the student body president at Berkeley since I had been student body president at Hayward High School, which was a fairly large high school. Back then, it was 3,000 students.

In those days, rushing was really neat. We drove over to San Francisco, saw the Broadway production of *Pal Joey*, then went drinking in bars afterwards, and I thought, "This is the life." I still wasn't interested in rushing, but Ralph Vetterlein, the ASUC president, asked me to come by the student union the next day so he could introduce me to various people. Then, within a couple days, he asked me if I was interested in heading up the drive for a new student union, because Berkeley at that point had as its highest priority building a brand new student union. I became an ex-officio member of their executive committee. They had no student senate; it was just an executive committee like a corporation body with representatives from the faculty and the alumni and the administration, and then lots of elected representatives. I served on that for two years.

At that time the Associated Students was a voluntary organization. You didn't have to join it, but if you wanted to use the student union, if you wanted to play football, if you wanted to be in the marching band, if you wanted to be in the glee

club—all these were activities under the student government—you had to belong to the ASUC. In order to amortize the construction of this new student union, all the lending institutions really wanted to know that we had a guaranteed income, and they encouraged us to have a universal ASUC membership. So, a good friend of mine and I led the drive to get the students to vote in favor of a universal ASUC card.

In the spring of 1957, the Board of Regents finally approved the financing for the new student union. Construction began probably two years later, and I think it opened around 1960. It was actually four separate buildings, so if you can imagine a huge downtown city block, the southeast corner was the four-story student union. Then in the southwest corner was a seven-story student office building, which held the Intercollegiate Athletics Department, all the student government offices, and all the publications. In the northwest corner was the large theater and auditorium, and then in the northeast corner was the cafeteria. The student union concept was to have this huge block with four buildings, so that everything could be done—whether it was administrative, social, cultural, or just having good times—in the ballrooms of the union or in the cafeteria.

With your work on the student-union committee, were you in contact with people from the Athletics Department, in terms of planning, or was that something that didn't happen until later?

No. We had had a beloved track coach, Brutus Hamilton, who had been an Olympic athlete himself, had been involved in the Olympics for many years, and had turned out fantastic Olympic athletes at the university. In addition to being the track coach, he was our director of intercollegiate athletics. The student government at that point had just two directors—the director of intercollegiate athletics, and the director of student activities. Brutus Hamilton announced his intention to step down from the directorship, but he remained as the track coach for a few more years.

I was the senior representative-at-large for student government. So, the student body

president, the vice president, a representative from the alumni and one from the administration, and I formed a committee that recommended a change in the administrative structure, saying that if we built this new student union, we really needed a union director. So the concept we came up with was to add a director of the student union, but now, rather than have all three directors come to our executive committee meetings and perhaps fight one another for funds, we would hire another executive director above them all, who would be responsible to the student government for those three facets of our activities.

At that point, we changed the structure in which athletics was going to report to our executive committee, because, up to that point, the director of intercollegiate athletics actually came to all of our meetings, and now just the executive director would come. Of course, we wanted to be sure that athletics understood that it was not a diminution of their role, but simply a more functional way in which to operate the Associated Students. So, I was on the search committee that hired the new executive director, and I was also on the search committee that subsequently hired the new director of athletics.

Just after we hired the new director of athletics, our football coach, who had been there for ten years and taken us to three Rose Bowls, announced that he was resigning. So, in my year in office as student body president, not only did we bring in a new director of athletics, but we hired a new football coach.

Just to give a little context on this, when you were at Berkeley, were there any intercollegiate athletics for women there?

No. The program would have been consistent with what Stanford and all the other schools, private or public, had—Women's Athletic Association, which was really an intramural program for women, but at a little higher level than intramurals, because it was a little more organized, and they did have coaches from the Physical Education Department. My recollection is that from time to time, they might have played

other schools, but in no organized league or conference, whatsoever.

They had play days or field days, something like that?

Yes. Not unlike what they had for Girls' Athletic Association (GAA) in the high schools.

Now once you left Berkeley, you had a number of experiences that served you well when you got to UNR. Would you like to start by discussing the background you got while you were at Binghamton and what your position was there?

As I said earlier, my doctoral studies really led me to look at the political, economic, and organizational factors that influence and determine the planning and funding of higher education, which really covers everything. When I was at SUNY (State University of New York) Binghamton, I was the assistant vice president for academic planning, but in 1977 the director of personnel had asked me—because she knew I had an interest in equity studies for salaries—if I would do a gender-equity study to see whether or not women faculty members at Binghamton were being fairly compensated relative to men.

Binghamton was an interesting place to do this because the salaries were some of the highest in the country, therefore, no one was being underpaid. It was whether or not the women were receiving less. I looked at some of the literature, and I remembered that when I had been a researcher at Berkeley there was a professor of statistics, because Berkeley was one of the few institutions that actually had a Department of Statistics. It was not in mathematics or in educational programs; it was strictly in statistics.

Elizabeth Scott had developed a model in order to see what salaries would be predicted for men and women under similar circumstances, and she had developed it because at that time the federal government was looking at this issue to see whether or not people were being properly paid and not discriminated against because of race, ethnicity, et cetera. They had either two

or three full-time investigators on the Berkeley campus trying to see whether or not Berkeley was, in fact, violating the federal law in any way, shape, or form.

Professor Scott came up with this really good model by looking at these attributes: year you received a degree, what the degree was in, number of years in different ranks, merit, number of publications. If you put all of these into a multiple-regression equation, you could predict what one's salary would be within some degree of certainty. It worked so well at Berkeley that the AAUP recommended that all of its member institutions who were looking at questions of salary fairness use that particular model.

I had begun developing my own interpretation of that model when I was at SUNY-Binghamton, but before we were able to really address some issues there, I moved on to Northern Colorado as an assistant vice president. I was in academic affairs again, but they only had the traditional three vice presidents for administration, academic affairs, and student services. Then they had one assistant vice president, who cut across all of those, and that was my position. I handled personnel, budgets, et cetera, for the entire university, but with great support staff, so when I say "I," it was "we." [laughter]

It was at that point when a group of women in the School of Health, Physical Education, and Recreation (HPER, for short) came to the president's office complaining about their salaries, because when they looked at their salaries relative to men in that same department, they were significantly below them, yet they had the same degrees from the same institutions. Many of them were from Colorado State University, the neighboring institution, and had all been hired about the same time, yet the women were making significantly less. They wanted to see if they were being discriminated against on the basis of sex.

A mathematician, Bob Heiny, and I put together the Scott model, modified it for what we thought would fit the circumstances at the University of Northern Colorado, and ran the salaries through, and sure enough, the women were being badly discriminated against. Further

investigations found what had happened, and I suspect that this has happened all over the country. If the well-meaning dean or chairman of the Department of Physical Education was hiring two people who might be from Colorado State, he would, in fact, bring in the woman as an instructor, and then he would bring in the man as an acting assistant professor, which was a little higher in pay.

Once both of them got their degree—and frequently they'd get the same degree from the same institution on the same date—the woman then would be advanced to assistant professor. The other person would still remain assistant professor, but no longer “acting.” It meant that he was probably two years ahead of her, so it meant that he ended up getting tenure faster, promotion to associate professor faster, and to full professor.

Many years later you would look at the female and the male full professor, both of whom had the same degree from the same institution, same point in time, and had been at the university for the same number of years, and yet one was making many thousand dollars more than the other, and it was because they had that leg up way back when.

Is there anything in particular at Northern Colorado to which you would attribute the difference in hiring practices, or was it because they were assuming that the women would go on to have families, so they didn't want to start them as professors? Did you get any sense of that through the study?

Good point. Those were still the days where you didn't really have any affirmative action or equal opportunity. Sometimes you would have well-meaning administrators, and sometimes *not* very well-meaning administrators, who would think that the woman might, in fact, not be serious about this as a lifetime career and would be dropping out to get married and raise a family. Even if they saw this as a career, they couldn't be sure that they would be there year after year, because they'd take time out to have this child or another child. The result was that they favored the man and also made the assumption that the man was likely to get married and raise a family and

might be the sole means of support for that family, where the woman, if she got married, would not be the sole means of support.

So, there was just a bias—sometimes well-meaning, perhaps other times not so well-meaning—to reward the male and not the female. I suspect that happened everywhere, and I think that's a good validation of affirmative action/equal opportunity, because I know that all the time I got my first jobs in higher education, I seldom ever applied. I was a white male, and the circles I ran in were all white males. As a result, we knew about the jobs, or they knew about our talents, and they would just say, “Are you interested?”

When I started working at the University of California and would go to lunch, it would be all men, all smoking, and all having, probably, two martinis and then trying to stay awake the rest of the afternoon. When I left my career here at University of Nevada, I found that the luncheon meetings would normally be mostly women, sometimes predominantly women or all women. No one would smoke, and the only person who had a beer would be me. So, a real change, but for the good.

Could you talk a little bit about what the outcome of the report was, once you had the statistics and you and Bob made the report to the administration?

The multiple-regression model looked at important attributes. If you were a female professor and I was a male professor in this discipline—or it works across disciplines as well—they would be able to say, based upon your data and my data, your projected salary would be x , and my projected salary might be x plus a thousand. You could then compare it with your actual salary. If, in fact, your projected salary equaled your actual salary, it would look like the model was pretty accurate. On the other hand, if your projected salary was \$40,000, and your actual salary was \$30,000, they'd say, “Wait a minute, why didn't she have a ten thousand-dollar increase?” And one could look and see that she had merit all these years.

So, then they'd look at me. My salary was predicted at \$40,000, and I was actually making \$45,000. Then they would go back and look at the publication records, the merit, et cetera, and if they found out that both people had the same kind of record of achievement, they'd be very suspicious that something happened along the way that gave one individual greater salary relative to the other.

When I came to Nevada—I'm getting a little ahead of myself chronologically—we found there that the important thing in salaries is not whether someone is making more than projected for them or less than projected, but how that compares with other people under similar circumstances.

At Nevada we made the decision that if you're going to look at projected versus actual salaries, it shouldn't be just looking at women versus men, or it shouldn't be looking at blacks versus whites, or people over sixty versus people under sixty. It should be looking at every single individual using all of the attributes, including the ones I've just mentioned, and then looking at the person's actual salary compared with their projected. Then you would see if you can find out any reason why there's a discrepancy, because an inequity is wrong, whether it's based upon age, race, sex, or simply bad administration, and that's what they opted to do at Nevada. When I was at Northern Colorado, we were just beginning to develop that process, so we were only looking, at that point, at women versus men in a particular department.

So there were corrections made by the administration to salaries at that point?

Yes, and the salaries that were corrected were all females.

Now how did you end up at UNR from Northern Colorado?

I was just looking for another opportunity. Fortunately or unfortunately, if you're in higher education on the administrative side, the way you really have to advance is to keep moving, because it's much easier to find a higher position

at another institution than it is to be promoted at your institution. That is particularly true in this day of equal opportunity and affirmative action, which began as I was half way through my career.

Especially at a certain stage, there are probably only one or two people above you, so unless they're all retiring at convenient times, mobility may be the appropriate course.

I've been acting vice president for administration and finance. I've been acting vice president for academic affairs and had to recommend the firing of forty-seven tenured faculty members at one institution. I've been "acting" a lot, and I never really wanted to be that position. I always wanted to be the chief planning and budget officer, because I thought that was where the action really was. Unfortunately, lots of institutions don't have those positions. Then once you get to one place, if you want to move up in responsibility or salary, you really have to seek out other opportunities.

So you came to UNR in 1983. What was your position title when you got here?

It was director of Planning, Budget and Analysis (PB&A). For once, the title almost describes it, that if you're looking at any organization, it really should be doing decent short and long-range planning. It ought to be able to then develop a budget that allows them to achieve the short-term goals and at least be moving towards the long-term goals. But then, because you can screw up, you really need an analytical section that steps in and says, "Once you got the money, did you apply it the proper way in order to implement the plan, or do you have to get a new plan, or did you have to get more money, or did you have to better reallocate the funds?" That's what that office was to do, and it was to cut across the entire institution.

If you looked at many institutions in those days, Planning, Budget and Analysis really implied physical plant construction. Whether it was academic planning, physical planning, or

administrative and fiscal planning, this office would either do it or assist in it, and in every case help implement it.

So it would be the moral equivalent of something on the academic side being interdisciplinary, in that you're covering a wide range?

Yes, because there's nothing that isn't planning, budget, and analysis. So, in fact, you could give that office anything you wanted to, and we really picked up everything. I ended up writing the mission statement for the university, editing the initial NCAA certification for athletics, and being the chief staff member for both institutional accreditation studies.

You just mentioned the NCAA certification process. Could you talk a little bit about how your position with PB&A ended up involving you with athletics on campus?

Joe Crowley and the NCAA council of presidents in 1993 recommended, and had it approved by the NCAA, that you had to have certification in order to participate in post-season activities. Whether it was the basketball tournament or a bowl game, you would have to be certified, which would be tantamount to accreditation of an academic department or college or university.

When the NCAA then wanted to do a prototype study—a beta version, if you will—Joe volunteered us. [laughter] Because so many of the things would be looking at a fiscal side, he gave the initial responsibility to the Vice President for Administration and Finance, Ashok Dhingra. Since I was one of the two or three key directors reporting to Ashok, it fell to us, plus he knew about my background in athletics, so my office provided the staff support, and I was the grunt who called the meetings, wrote the reports, and made sure everybody was together.

The result was that the NCAA found that this beta study was thorough enough that they could begin the actual certification process the following year. Although we weren't one of the

first institutions to apply, with our president being instrumental in getting the whole thing going in the first place, we were in that first round. Since I had done the beta, it seemed natural that Ashok and I would also do the study itself. That would have been 1994-1995.

So it was happening just as Joe was coming out of the NCAA presidency?

Yes. I think Joe was president of the Presidents Council in 1993. I know the certification concept was approved in 1993, and I think it was when he was still president of the council. But 1994 was when the beta study was done, and then we did our other study and were certified in 1995. That was a five-year process of renewal.

So what did the beta version of the process entail, what kind of information were you gathering, and what kind of meetings were you having?

That particular model, which then became manifest in the actual certification model, was trying to look at all the facets that would make up a good quality athletic program, and initially you'd want to be sure that that program did, in fact, have the kind of fiscal stability that would allow it to operate from one year to the next. One would say, "Why is that important?" It's that you don't want to recruit someone on a grant-in-aid, have them come to the institution, and the next year tell them there's no longer any money available for the grant-in-aid, because you no longer can provide that sport.

So, fiscal stability would have been very important. They may not have seen that, but I saw that as one of the most important things to look at and to ask the right kind of questions as to whether or not a school had the money and the facilities to run a program.

You'd also want to be able to look at the way in which you enforced the rules. Did you understand what the rules were? Did you enforce them consistently? You'd want to look at what kinds of particular facilities on an academic side you provided for your student-athletes. Did you

have mentors? Did you have study halls? Did you have tutors, et cetera?

The beta study really was trying to look at several broad areas—I think there were five of them. What kinds of questions would you ask, and what kind of data would you like to collect to be able to be sure that that program was doing the right things today and had the ability to do the right things tomorrow? That's what the certification ended up asking, just like they would for accrediting the university as a whole. "Can you continue doing things tomorrow that you are doing today, and if they are inappropriate today, will you change them?"

So the beta version was a way of trying to figure out the questions that would be asked in the first round of certifications?

Yes, and to see if the data was something that could be made available, although not necessarily easily. Was the data there, or could the data be there in subsequent iterations of the studies?

So the first study that was written wasn't necessarily for the beta version. It was for the first round of certification?

No. The first one was just answering a lot of questions so that they could be sure that the data was there, that they could understand the questions, and that they would get the kinds of responses they felt would be necessary to make a judgment.

The first five-year plan that was written was following the beta study?

Yes, but so much of it, of course, we could purloin from the beta. The data was now a year old, so we had to update all the data, but many of the responses in terms of administrative structure, institutional philosophies, organizational structures, et cetera, were already in place.

When would the first full five-year plan have been submitted?

That was probably in late 1994, because it was approved in 1995.

Now, you were involved in the whole certification process, not just the gender equity section?

Yes. In fact, the first time I was initially involved in doing the overview and editing the entire document. But more importantly, Eric Herzik and I did the financial one, so we had a committee that studied all of the issues, provided all of the data, and did the recommendations on the financial or fiscal impact. It was only after the study had been submitted to the NCAA, and the investigating team had come out, interviewed everyone, and gone back to the NCAA, that they came back with the concern that we didn't have enough specificity in some areas, but most particularly in the gender equity.

That would have been after the report was submitted in 1994?

Yes. I'm thinking they came in late 1994, because I know we were approved in 1995.

Once they came to visit the campus and voiced their concerns about specificity, the rest of the answers were pulled together, and it was resubmitted?

Yes. They'll normally have a president as chair, and I think the president of Oregon State was the chairman of that group. Then a number of people who were either connected directly with athletics, or indirectly, like the faculty athletic representatives—at least ten or twelve people—would meet on each one of the separate facets of the report, and then they would put their report together.

It was at the point when the NCAA received their report that they would say that the committee had these concerns. When they did their exit interview, you got a good sense of that so that when the committee met with the president—and we invited all the participants

to hear what they had to say—you could tell that some of these things needed refinement, and gender equity was the major one.

I understand that the gender equity section was based on figures that had been either recommended or derived from a document that CalNOW (National Organization for Women) had put out. What do you remember about those?

When the initial gender equity committee was giving its report to the whole certification committee, the initial issue was whether we had a philosophical statement as to how we treated intercollegiate athletics so that there was no gender bias involved. Much of what we put into that statement came directly from the one that had been negotiated between NOW and the California State University (CSU) system, so if one looked at it, one probably could say it was plagiarized. It is different because it was written for *us*, but you could tell much of it came directly from that document. It was more of a philosophical statement and a way to point direction, but it didn't have the milestones or the benchmarks by which you could say we were achieving anything.

With the gender equity section, what were the main issues that were brought up in the first report that needed to be dealt with?

Specificity, in terms of what was going to be done to move along this road towards gender equity. Secondly, what would the date be on which that would be achieved, and, thirdly, how were you going to fund it? They wanted to be certain, if you said you were going to have equal locker facilities for women athletes and male athletes, when would that be accomplished, and where's the money coming from? They wanted for you to cost out all of these various aspects, because the agreement with NOW and CSU, as well as what the NCAA was talking about, was not just saying, "We want equity in terms of the same number of sports or the same number of athletes." It was having the same locker facilities, the same amount of money for travel, the same amount of money and pages

in sports information handouts, et cetera, so that in every aspect of athletics, whatever you were doing for men should be, if not identical, similar for women.

When the original report committee from UNR had gotten together and had started drawing up the report, what were the issues that they saw as being problematic with gender equity on campus?

I would say that the major one at that point would have been the number of grants-in-aid, but a close second would be logistical support—the lockers, the buses. We had heard so many horror stories about a busload of male athletes passing a group of three or four private cars that the women were driving to their next ballgame. You wanted to be certain that you somehow could come up with enough money for more grants-in-aid for female athletes, then, once you got them here, that you provided them with decent logistical support.

But then right behind that came more questions. Do you have the same number of coaches? Do you have appropriate salaries for those coaches? All those things have to be addressed within the concept of an athletic program that's always going to have more male athletes than women because of football having eighty-plus players. I've laughed about this at times, that if you wanted to have gender equity, you would only have football with its eleven coaches, and then you could have eleven female coaches for eleven female sports. But football plays eleven games a season, so each one of those women's sports would play one game a season. [laughter]

When one recognizes the folly of that, you'd immediately say, "No, that's not fair to the women." Then, all of a sudden, you'd again be saying that now the women are all playing a reasonable schedule of ten or twelve games. Then you're saying, "Women are now playing a *hundred* games. The men are only playing eleven."

So, that's always going to be the problem, and the courts have recognized that. I think this is a decision by the Second District Court. What they said in a new interpretation—it goes to the courts

about every two or three years—"In order to show that you are complying with Title IX, as far as it concerns intercollegiate athletics, the first way to show it is that you have actual parity." Any school that offers football, in my judgment, will never be able to do that.

The second is to say that you've actually had a survey of the students on the campus, which is interesting. If you went to someplace like Mills [a women's undergraduate college], or to my wife's alma mater that's just taken in men this year—it's a Catholic women's college—you'd have to go not to the women, but to the men. At Mills College and at Regis College in Massachusetts, you'd have to go to the men and say, "Are you satisfied with your athletic opportunities?"

And if the men said, "Hell, yes," you've met compliance. On the other hand, more realistically, if you go to UNR, where 51 percent of our student population are women, and you ask that question, and the women also are happy with the way it is, then that's in compliance.

But the odds are that any time you go to any institution, whether the women are a big majority or just a modest number, the fact is that once you go to the women and ask that question, they're going to probably say, "No, we're not satisfied."

Since you can't win by the survey, and you can't win by parity, the other way is to show significant progress each year, and that's what the university has opted for. That's why that plan in 1995—and its subsequent review and reiteration in 2000—was so important, because it said, "We know we will never reach the end of the trail, but we have benchmarks or milestones in which we're saying this year we have the same amount of money being spent in pages for publicity. Next year we have the same locker facilities. The next year we have the same tutoring facilities. The next year we have the same number of coaches in everything except football," et cetera.

So, you just keep moving along until at some point in time there's no longer anything you can do other than to essentially abolish football, because you couldn't add more women's sports because you wouldn't have the number of athletes.

Had the issue of percentages of participants come up at this point yet, by 1993? My understanding is that at one point in interpreting Title IX, participants were counted. There had to be a roughly equal percent of the people participating in sports, so of the people participating in sports you had about 50 percent men and 50 percent women. My understanding was that there was a later clarification on that, and it had to be within a reasonable range of 50 percent men and 50 percent women based on the actual numbers of men and women at the university, rather than men and women in sports, so that participation was based on the entire student population as opposed to the athletes themselves.

Yes. Since we now have 51 percent women, you make the assumption that 51 percent of the participants in intercollegiate athletics should be women, and men should be 49 percent, so you are moving towards that 51 percent.

What was being done at this point as far as monitoring and paperwork? My understanding from what you've said about the first report is that there were a lot of goals that were set with specific deadlines, so who was in charge of monitoring all of this? Would that have been your office or someone in athletics?

We had had the charge to monitor the accreditation reports for the university, which we did for ten years, because there's a ten-year gap from one accreditation report to the next. So we had monitored each one of those recommendations. With athletics, that was left to the Athletics Department, and I believe the agency that was to keep tabs on it would have been the Intercollegiate Athletic Advisory Board.

We were an unobtrusive measure of monitoring. Bruce Shively was first the university budget officer, and then he became the assistant vice president for university budgets under me, and as we put together the budget each year—and the allocation of funds is part of that whole process of planning, budget, and analysis—we would be able to look and see whether or not the funds that were being reported by athletics

in their operating budget were, in fact, going to some of those purposes. There was, I would say, institutional oversight from the fiscal side, and then there should have been oversight on all the other aspects of it by the Intercollegiate Athletic Advisory Board.

Had they hired Suzanne Bach over at the Athletics Department yet?

Yes, Suzanne was there.

So as compliance person over there, she would have been handling a lot of this, as well?

Yes. Something I've found at every institution I've been at, so I think it's endemic to higher education, is that they do a very good job in responding to issues and preparing very detailed reports. The catch is that once that report is done and the door is almost shut on that problem, attention is diverted elsewhere, and the door slowly blows open, and years later—sometimes just a few years later—the whole issue manifests itself again, and you start a whole new study.

When I was at Berkeley working in the president's office during all the student riots, my job was to report to the president ways in which we could develop policies to head off riots. It was interesting, because so many of the issues changed from what they were during the riots to academic issues, and they were concerned with education at Berkeley.

There was a book done by the *Muscatine Report* and Charles Muscatine. It was called *Education at Berkeley*, and it showed the ways in which education at Berkeley could be reformed to bring about all these desired changes and to pull Berkeley into the twenty-second century. Amazingly enough, years later you found the recommendations of the *Muscatine Report* on campuses all over the country, but one of the places where they had been implemented probably the least, by their own admission, was at Berkeley. [laughter]

When I was at Northern Colorado we didn't get accreditation once. In fact, I was in my office,

and I heard this terrible, terrible crash. I ran down the hall to see what had happened, and the chairman of our board of trustees, a very slender, nice young woman, had just picked up a big tome, thrown it at her bookshelves, which were the type that you screw into the walls, and, of course, when that big tome hit, many of the shelves just collapsed in a heap on the floor. I asked her what had happened, and she had just been informed by the president that two of our programs in education had not been accredited. She was that furious.

So, all kinds of hell broke loose from that moment on, because we were going to get that accreditation back, and we did, but with a lot of hard work. My point is that whether you get accreditation or you don't get it and then have to work harder to re-get it, once you've got it, you seem to lose interest in all of the suggestions that you made for improvements in the program, the system, the institution, et cetera, which, if answered, would shut that door. But you just sort of drift away, and the door blows open, and that's what happens with so many plans, reports, accreditations in higher education.

In the case with us, we didn't have a really specific program in place that would say that this particular office reports at this particular time on this particular issue, so the president, at any point in time, or any officer or any student-athlete could say, "I'm interested in what you said about lockers. Who did you give that to?"

"That went to so-and-so. That's the locker person. This is what the locker person said, and this is what the locker person didn't say," so you know exactly what needs to be done. I think we're getting closer to doing that, but if you looked at the difference between the 1995 and the 2000 report, you would see a lot of those things were done. I think we lucked out.

In Chris Ault's last few years and in Cary Groth's new years, I think there has been some really good managerial oversight on their behalf, and that's why we have been so honored and so recognized as having the best program in the country in terms of trying to comply with gender equity.

Since these reports were coming out every five years, so that every five years there would be some activity on this again, do you think that when the NCAA changed that to a ten-year time period it really cut down on the amount of monitoring that might have been done overall? If you only have to get certified every ten years, instead of every five years, is there enough monitoring and tracking going on to keep tabs on all of this?

Because so many reports have to be filed with federal agencies, with the NCAA, et cetera, I think a number of aspects are of and by themselves monitored on a consistent basis, but I think others are not. Both as a student and as a practitioner of administration and higher education, I think we will always have that problem—we lose interest once we have gotten the reward.

When I was president of the Associated Students, I was so tired of seeing all these campaign promises that I and others had made, so many complaints in letters to the editor or editorials in our daily campus newspaper, that I thought, "I'd like to be able to just see what we have been promising or complaining about for a period of time." This was the summer of 1956, and I was going through my Air Force ROTC encampment across the Bay, but we had the weekends off, so every weekend I would go back to Berkeley. I went through every newspaper from 1956 to 1926, looking at the front page, the editorial page, and letters to the editor. Then I also looked at the election supplement that came out once a year to see what people promised. It was amazing—there were only about forty things mentioned year after year after year. One was parking. It went back to 1926. [laughter]

What I found was that if someone had only been monitoring these over a period of time, they might have come to the conclusion, "Let's stop talking about parking, because we'll never have enough parking. We can keep building some new lots, but it's always going to be a pain in the ass, so let's forget about parking." But some of these other things could be done overnight, some might take six months or a year, some might take longer.

It became known with the paper as the "Kidder Plan." But it was really simply a compilation of what they had printed over thirty years, and that's why I've always liked the idea of putting down all of the things that you said you want to do and then keeping track of it.

Back to the case at hand, if we had only taken all of the things in the accreditation report and each year addressed them, ten years later we would have been able to say, "Those were a good idea; we've done them. Those were a good idea; we can't afford them. Those were not a good idea, so we dumped them." But again, in defense of all of these, whether it's the NCAA certification or the accreditation, they seldom ever go back and ask you what you said five years or ten years ago. They start with a whole new series of questions.

We found that with the university accreditation—my staff and I had collected all of this material for ten years, and there were several hundred recommendations that we tracked—we were able to give the new committee all of this material, saying, "This is what we said we wanted to do. This is what we did or didn't do in the intervening ten years."

When the questions came from the accreditation, not one of the questions asked us about things we said we wanted to do ten years before. They all were new issues that they were concerned about: "Are you surveying your students to see what kind of value was provided them by education, et cetera?" The whole monitoring process that you asked about a few minutes ago is absolutely needed, but we seldom ever do it.

You mentioned that some of these things were getting picked up through other reports that had to be given either to state or federal agencies. Were Title IX reports part of that, or was that largely taken care of through the five-year plans?

I don't know. The reports I'm thinking of are the ones that the NCAA would look at on the number of grants-in-aid that are offered, the average value of those, of your budget, your revenue expenditures.

On the first report, not necessarily the beta version, but when the first one went in, at that point I think Chris Ault would have been A.D. I think Angie Taylor would have been senior woman administrator, or it would have been very close, the transition between Anne and Angie. How were they involved in the process with the NCAA certification?

You'll have to ask Angie to be sure. I'm pretty sure she was on the gender equity committee. What I should say is that we had a steering committee which consisted of mostly chairs and a few people who weren't chairs. Then the committees all had people who were appointed by the president, who had either interest or an expertise in that particular area. Angie was on both the steering committee and the gender equity committee, but I can't remember if she was the chairman. I know that she and Val Cooke, and maybe even Marsha Read, were on that original committee.

The structure was designed so that you would take these major areas—as I said earlier, I think there were five or six—that the NCAA had put all their questions and requests for information into. So, whether it was fiscal, gender equity, et cetera, that particular subcommittee would do all of the investigation and then would report back regularly to the steering committee. So Angie was involved that way on a regular basis, and I think Chris was on the steering committee, as well.

Once you had the second five-year plan that went in, 1999-2001, do you remember what had changed essentially? Were there new issues? Were there things that you could check off and say, "That's been dealt with; we've addressed that." Say lockers, for example. "The locker situation has been addressed. The locker person did his job." Were there things that you remember being able to cross off the list that didn't have to be dealt with in the upcoming report?

I don't think so. The reason I say that is because even though you may have solved the problems of locker rooms or tutors or number of coaches, it would have been just for that point in time. That would have been in year five of the

previous certification period, so you would want to be sure that the next year you still had the same number of pages in the press releases for women as you did for men.

So this would be the planning part of planning, budget, and analysis?

Yes. That's right, because the analysis might say that we've suddenly decided with the coaches or the female sports that we don't need the same number of pages, that we'd rather put the money into something else. That's what you would hope for, so that the bottom line is eventually that the support of women athletes is at the same level as it is for men. And you'd hope both would be of high quality, but first it would be of the same level.

Now with the 2000-2001 report, who do you remember being involved with that?

Now that one, fortunately, Paul Page took over in lieu of Ashok Dhingra, and Greg Bortolin was assigned that task—a very, very competent young man. I did work with Greg quite a bit, because he was picking my brain on how I had set up the design. I did serve that time on what was the expanded gender equity.

You asked whether there were some new issues. They put in a sportsmanship area, which had not been there before, because there were logistical requirements, such as announcing that anybody not being a good sport could be thrown out of the arena. If you get there early enough, you'll hear it at every athletic event, "We'll kick your butt out if you don't watch your mouth."

There were some newer things, so the gender equity committee included three aspects. I can't remember, even though I was on the committee. It was gender equity, sportsmanship, and something on the way in which minorities were treated. It was almost the gender equity now manifesting itself with ethnicity or race, and that was the committee with Greg Zive, the bankruptcy judge, and Gary Powers. Marsha Read was the chair; I was on it, and maybe Ada Gee, and a couple other good people. It was a really good committee, but the

fact was that, again, after that report was done and submitted, a number of questions still came up. I had retired by that point, but I worked with Marsha Read, because most of the questions that came back from the review committee dealt with some of the areas in gender equity. We prepared the letter for the president and the response back to the NCAA on how we'd cover the areas that they were concerned with, and that second report was approved in January of 2001. That's where you and I were confused, because you see that the report was done in 2000, and it was several months that the university had to respond to concerns.

So it would have been the 1994 and 1995 issues, as well?

Yes.

Now, in some respects, we jumped the gun a little in talking about the NCAA certification first, because when you first got to UNR, you were involved in some equity analysis that had been similar to what you had been doing at Northern Colorado and Binghamton. Do you want to talk a little bit about how your position with Planning, Budget and Analysis got you involved with athletics, as far as the Women's Caucus being concerned about women's salaries?

That will tie with athletics eventually, and, as I said earlier, Planning, Budget and Analysis can pick up any and every thing. When I was at Northern Colorado and had to recommend the firing of forty-seven tenured faculty members, I wanted to get out of personnel issues, but when I arrived at Nevada, because of my background in equity studies, Ashok Dhingra had me read a report that he had been given by the Women's Caucus, which had been done by a doctoral student here in statistics or mathematics, who was a statistician by training. Ashok Dhingra wanted to see what I thought about it, and it was badly flawed, so I pointed out the problems and explained it to the Women's Caucus. At that point, both Ashok and the president agreed that they would do their own study and asked me if

I would straw-boss it because of my experience, plus I was the director of Planning, Budget and Analysis, and that would keep me out of trouble.

We appointed a committee, mostly of women, every one of whom had been chair of the Faculty Senate. The males who were on it, Frank Hartigan and Don Jessup, had also been former senate chairs, so it was a very prestigious group, because these had been the faculty leaders over a period of about six or eight years, and it was heavily dominated by women, several whom I knew quite well and who were very aggressive.

I recommended to them Celia Allard, who was the director of Institutional Analysis at Montana State and had done a book for the Association for Institutional Research—or I should say more of a small document than a book—on equity studies. At the same time, Bob Heiny at Northern Colorado had continued doing equity studies. I called both of them and asked if they would participate in a conference call with the committee, which ran a couple hours. We did a transcript of the call, so that we'd have a nice record. When they finished, the committee said that they would like to hire the two of them to do our study. Celia could lay the groundwork on why various methods would work or wouldn't work, and that a multiple regression, the Elizabeth Scott model, would probably be the best for our purposes. Then Bob Heiny could do that. Both Celia and Bob agreed to do so.

This was probably spring of 1984. In the meantime, Bob and I had put together a model that said that in addition to what Elizabeth Scott had done, you should look not only to see if people have been discriminated against in terms of salary, but also have they been discriminated against in terms of promotion and tenure. That was built into this model, and we did this model on all academic faculty members. Now, academic faculty members would include anyone who was in physical education departments, so it could include some people who were doing coaching, but it would not include anyone who was strictly an administrative officer, and most of those would have been the coaches.

When that study was completed, we found many discrepancies between the projected salary and the actual salary, and, as a result, we made many, many corrections. After corrections were made, we still allowed appeals and actually honored many—probably more than half—of the appeals. The result was that we corrected all the salaries with academic faculty.

An outsider would wonder, “What’s this difference?” This institution, like many institutions in the past, used to treat all employees as academic employees, so whether you were hired as the director of the physical plant or the director of Planning, Budget and Analysis or an assistant professor of political science, you were, in fact, a member of the academic faculty, which meant that you had to get tenure within seven years, or you were out.

Several years before I came, this institution recognized that that really didn’t make sense, to give administrative officers tenure, because if, all of a sudden, you want to dismiss them because they’re not performing that well, you simply have to put them into a classroom in which they may have never been. So, starting in the late 1970s, they removed the requirement that all faculty had to have tenure, and they distinguished between academic and administrative faculty, but they were still all on the same pay schedule: instructor, assistant, associate, and full professor.

At the time we were doing the equity studies, we also developed two separate salary models, the traditional one for the academic faculty and then one with seven steps for the administrative faculty. Now, having done an equity study for the academic faculty and having them all in a nice salary model reflecting the ranks, they already had a promotion and tenure policy in place.

The academic faculty were relatively well taken care of. The administrative faculty, though, complained that they needed a salary-equity study. When I explained to a special subcommittee of the Faculty Senate that there was none out there—and if there was I would be the first one to invest in it, because you could make a lot of money—they thought that I could come up with something. So it was a challenge, and we did come

up with a model that we used on administrative faculty, which included, in this case, most of the coaches.

It wasn’t looking at gender inequities; it was simply looking at appropriate salaries by grade. So, if you were an assistant director of a residence hall, you might get Range I. If you were an assistant vice president for Planning, Budget and Analysis, you’d be at Range VII. We made sure that everyone was at the appropriate range, and as a result, lots of salary adjustments were made as people were placed into ranges in which the range salary was higher than their actual salary. So, we handled that, and that’s how we actually began doing equity studies, but it had nothing to do with gender on the administrative side.

Was there anything more you wanted to talk about with the administrative side and looking at some of the coaches’ salaries? What were the results of the study in regards to the coaching staff?

I think what came out on the administrative side—most coaches would have fit on that administrative salary model—is that they could all be placed in an appropriate Range I through VII, because all of those ranges were based upon essentially administrative responsibilities: how great they were, how diverse they were, and what was the ultimate impact upon the institution.

Someone in a Range I would have a limited number of responsibilities. They would be quite constrained. Their area of supervision would be quite small, and if they really screwed up royally, there would not be that much hell to pay. On the other hand, someone at Range VII would have a much larger supervisory scope. They would have much more diverse responsibilities, and if they screwed up, the university could have some dire consequences, either fiscally or public relations-wise.

We ended up placing 400 or 500 administrative, formerly academic, faculty into this administrative model. Again, they had a chance to appeal. We ended up with people being fairly placed, relative one to another, on this campus, but if you had a female coach at Range II and a male coach at

Range II, as long as their salaries were within that range, we didn't look to see whether their salaries, one to the other, were appropriate. It was a good foundation to be able to say we've separated administrative kinds of people from academic types of people, that there was no reason to say that a coach should be listed as an assistant professor with tenure. We're now saying that that coach should, in fact, be a Range III position with responsibilities comparable to the associate director of Admissions and Records.

So there's a lot of continuity in what you've been doing from the time you were in graduate school through Binghamton through Northern Colorado through here. You've been doing all of these institutional analyses.

Monotonous, isn't it? [laughter] I've been on that same track for a long time. The nice thing is that that gives you experience, because you recognize all the mistakes that can be made in methodology. That's why when the Women's Caucus's well-intentioned study was given to a competent young man, he didn't have the background that I had, and mistakes he made I had made years before.

And you were able to build on all of this, because you started with one thing at Binghamton. You changed it going to Northern Colorado. You adapted it again coming here for the academic faculty, and then you managed to derive something different for the administrative faculty. So, there's a very consistent thread here, and then working with the NCAA certification and equity issues.

Yes. They tie together nicely.

Now, just some questions on larger issues based on the perspective you would have had from administration. When you arrived at UNR, Title IX had been in effect for maybe eleven years, even though most of the clarifications hadn't come through yet, and there hadn't been a lot of enforcement on a national level. Did you really see any evidence of Title IX on campus when you got here?

None, no, or anywhere for that matter. And since I read the sports sections every single day and read the *Chronicle of Higher Education*, there wasn't in the early 1980s much attention being paid. I think all the attention then really was still on affirmative action/equal opportunity, because so many institutions were still having trouble coming to grips with what that actually meant. Did it mean quotas?

What were the barriers to gender equity that you could see at that point, if you were to look back?

I said this earlier, that before affirmative action/equal opportunity, white males were in the pipeline, so they knew where jobs were occurring. People would call you. Women found that out in the late 1970s, 1980s, and most particularly in the 1990s that, in fact, you need to do this networking. They do it formally and probably much more effectively than men did, because we would have never considered that to be a network. You just knew somebody who would call.

In fact, I'll digress on that point. I was doing a graduate program at Berkeley in which students from Stanford could come to Berkeley and take courses, and we could go to Stanford. A young man, Jerry Beasley, was in one of my classes. We became good friends, because we had similar research interests. He would come to the research center that I was associated with, and we'd talk a lot.

One day I got a telephone call during a lunch hour from Alabama, and Alabama was calling because Jerry Beasley had been doing a research project in trying to finish up his PhD at Stanford. They had asked him if he'd like to be a research analyst for them, and he had declined, because he, in fact, was not finished with his PhD, and he wanted to be sure he had his PhD before he took any job, but he said he knew a guy at Berkeley named Jim Kidder who was almost through with his PhD, so they were calling me to see if I was interested in a research analyst position. I wasn't, but they said they would pay a hundred dollars a day honorarium to come down. That was \$300 for the three-day trip, plus I'd never been in the

South. So, a free trip to meet some interesting people and make three hundred bucks—I said I'd be happy to come down.

Again, I was called because a white male was asked if he was interested in a job; he said no, but he knew another white male who might be, so they called me. When they saw me and saw my résumé, they said I had many more qualifications than they thought I would have, but they were looking for an associate executive director for the Alabama Commission on Higher Education. Would I be interested? I eventually ended up in that position. I never applied for it.

I should give one other example. At one point I wanted to change careers from what I was doing in the private sector, so I called a friend of mine who'd been the chancellor at Berkeley when I was student body president—he was now the president of the university, just the reverse of what it is in Nevada—and I said, "Is there any opportunity for me to find a job at the university with some of my background?" They placed me, and about six months later, someone in personnel called to say that they had no record of me in personnel, because I'd never filled out any forms. [laughter] So, again, white male hired by a white male.

You saw this happening all the time. That's why I think with affirmative action/equal opportunity, when all of a sudden you began to go out to women's caucuses and say, "There are jobs available," and when you actually said, "We will, in fact, make sure that we advertise to everyone. We don't have to have quotas, but we're going to make sure that not only does everyone have an equal chance at knowing, we'll particularly advertise the job in areas that have been missed in the past," I think that really began to make a big change in everything in terms of gender equity. It was only after a few years that women who were getting into the market in jobs they had never even *heard* about before, now all of a sudden said, "But why am I making less than my male counterpart?" That's just my own slant on it, but I really think it was good enforcement of affirmative action.

Some people were really well-meaning; others were dragged into it—a good affirmative action/equal opportunity program. It doesn't say you

have quotas; you simply say, "We're not going to hire Jim Kidder for the associate director. We're going to advertise it to everybody in the country, and if Jim Kidder wants to apply, he can apply." By the same token, we're not just going to advertise it in the *Chronicle of Higher Education*; we're going to send it out to all kinds of other women's groups and caucuses to say, "You may not read some of these other magazines, but we particularly want you to apply, because we're looking for a more diverse workforce." Once they began a good affirmative action/equal opportunity program *without* quotas, I think women had much better opportunities. Once they had the opportunities, I think they found that they were at times being screwed financially, because they were being brought in at lower salaries.

So then you had the equity issues that came up, and Title IX really came to be enforced as a result of some of that.

Yes. That's my judgment, having been through that whole process both before.

You've seen the whole spectrum. What implications do you think Title IX had for the UNR athletics program in the years you were here?

Title IX had a major impact, because at that point we really had three intercollegiate programs, really big time—football, basketball, and baseball, and I might even throw in men's track and field. The women's sports—we had a decent softball team, decent volleyball and basketball teams—but if you tried to compare those three women's sports with the men's, in terms of the amount of publicity they were getting, in terms of the number of coaches they had, in every respect, the men's sports made the women's sports pale in amount of financial support and publicity. Had there not been Title IX, we might have lucked out to some extent, because Joe and I like women's sports, and we go to lots. In fact, we just talked last night about the fact that we'll be seeing each other at the volleyball game next week and the soccer game with Oregon the week after. So, having that

kind of president might have made some impact, but I don't think it would have had the force that Title IX had, to be able to say that you cannot do these things.

There were cancellations of various sports, at least partially as a result of Title IX. Men's track, I understand, was canceled.

Canceling men's track was absolutely because of Title IX.

There's been some question about when it was cut. I think it was cut in 1994, but someone had suggested that it might have been cut earlier and maybe brought back as a club sport in the mid to late 1980s.

That I don't know. I do know that I met with representatives of the track team and previous track men, and since I ran track in high school, I had an interest. It was cut because it had such a large number of participants.

I know that one of the reasons behind canceling different sports is to try to even things up. With women's softball being canceled—this would have been a few years before the first report was written—did that cause a serious hole?

Yes. I don't know why that happened. The reason I say I was surprised is because softball, gymnastics, and more recently soccer in this area are really hotbeds for high school sports for girls, so I was surprised that softball went. For an athletic director, whether Dick Trachok or Chris Ault, it's a tough line to walk, because we're telling them they have to obey all of the university guidelines in terms of not only getting money, but using that money. They're also constrained by what the state says and by what the NCAA says, and the result is they're supposed to go out and make money from football and basketball, but if they pump money into football, basketball, in more publicity, and more coaches, et cetera, then all of a sudden they're in trouble with the NCAA and with women's groups. So, it's an awfully tough line for an athletic administrator.

You would look at softball, and that's a lot of players, a lot of coaches, and a lot of games, but they don't make any money at all, to which one would say, "Well, who cares? Why should they have to make any money?" It's like track and field or skiing. How many sports can you have that don't make any money that are covered by these other sports?

As I said, with the University of California when the ASUC ran it, we were able to cover, if you can imagine, nineteen sports, all the way from crew and soccer to football, basketball, and baseball. Freshmen at that time could not participate at a varsity level, so you had freshmen teams, junior varsities, and varsities, and we had all of those teams, three different squads. The freshmen basketball team would have fifteen players. The junior varsity (JV) probably would have only twelve, because some of them would be interchangeable with the varsity. Third-string varsity would be first-string JV's, but even in basketball you would have something like forty to forty-five players. We have fifteen now. We were able to have all of those teams in nineteen sports, and still after paying all their expenses, make a million dollars—in the good, old days. [laughter]

Taking everything into account with the cancellation of various sports, but with the growth of some of the women's sports at the same time, which also received public support, how do you think Title IX was generally accepted on campus here?

Probably, most people—students and faculty—couldn't have cared less and wouldn't have even known what Title IX was really all about. I think the people who would care, on campus along with our constituents off campus, were the women who were interested in athletic opportunities, a few men who thought fairness demanded that kind of action, and then the women lawyers off campus. Of course, that came at the fortuitous time that Joe was also working with the NCAA. I think it was fortuitous that we had the women attorneys off campus plus a number of women—and I mean this as a complimentary term—aggressive women on campus say, "We're

not going to take this anymore,” working with a constituency off campus that could help them in the courts if need be. I think that group, reading what was happening in California and in a few other places around the country, really kept the fire burning.

That would have been the Pack PAWS crowd, and we'll get back to them.

When I go to athletic events, I always have this gnawing question in the back of my mind, “How many people were really interested in athletics, or how many really only saw that as a means to get to the issue of equity for women?” because I see two separate issues: women’s issues and athletic issues.

Was it a sports issue or a civil rights issue?

Yes, because, even though Pack PAWS has a lot of members, when I go to events I’m surprised at the lack of Pack PAW members at these events. There’s a hard core who are there just as Joe and I are, but with the good leadership that Pack PAWS has had and the kinds of people they’ve attracted to their advisory board and their community board, I would think that we would have tremendous attendance. Like when we were in the soccer conference play-offs and beat Fresno in overtime, I thought there’d be a huge crowd there. It was a nice crowd, but not what it deserved, and the same thing with the basketball tournament.

In coming back to your question, I think on this campus most people have their own concerns, so they don’t really care, but that’s true of every college campus I’ve been on. I think the women lawyers and a few women on campus like Marsha Read, Angie, and Ada Gee did have a concern. I think that was a nice relationship with them, but I think the only men that would be concerned were those who saw their sport either abolished or threatened. The courts have now ruled that you can’t abolish a men’s sport. That’s not a way of showing gender equity. If we were back in time, we could not have abolished the men’s track team, so we would have probably had to bring

in a women’s gymnastics team—I don’t say that tongue in cheek—because that’s about the only other sport I can think of that would have those large numbers.

Did we have a soccer team at that point?

No, but we already knew that we’d have to have soccer and softball just to begin to offset what we had in men’s baseball.

And softball isn’t even going to have as many people as baseball, because you don’t have the pitching rotations, so you don’t have to have a cast of thousands in the bullpen.

Exactly. [laughter] That’s what Chris Ault and I found when we were trying to find what sports we could add in order to move down this path towards gender equity. We were looking at the NCAA manual, and we would look at various sports. First, we looked at bowling, because that was such a natural, because we had the bowling stadium, but, number one, you found the number of grants-in-aid that you could give in bowling were one or two, and, at the same time, there were no teams around. They were more in the Midwest and back East.

Then you looked at other sports like badminton. It’s amazing the number of sports that the NCAA has, but the fact is you would have to literally add a dozen sports in order to generate the kind of grants-in-aid permitted by the NCAA that would even come close to what baseball does. Chris and I were really chagrined at the fact that, although we knew we had to add softball and soccer, it looked like big-participant sports—like gymnastics—were the only ones in which you get a large number of grants-in-aid. Then they become very expensive because of the liability issues in gymnastics.

Of the women’s sports that were added, was softball re-introduced first because of the popularity it had previously?

Yes.

Did you get the sense in the community that that was something like men's track, as far as it being something that folks in the community took notice of when it went away? Was there a lot of emotion around it?

Yes, because of the role that the high school softball teams play, you just assume you will have that sport in the college. Gymnastics, swimming, and softball far exceed in popularity when you compare to tennis. I'm trying to think of other girls' sports in high school. The ones people really paid attention to, whether in high school or in the community, would be swimming, gymnastics, softball, and soccer.

And soccer, at least from where I come, would be relatively new—within the last twenty years or so—maybe not so much West Coast.

Relatively, yes. Softball would be the one that stood out, but in this area, gymnastics and swimming because of the various programs that were training young women. You had a natural number of athletes being already trained, who could compete.

People like Pat Miltenberger and Lue Lilly had mentioned that in the 1960s, for the most part, there weren't feeder systems for women's college sports, except for possibly basketball here and there or softball here and there. But there wasn't a lot of that from different communities where you had girls' sports where they could transition into college athletics.

I absolutely agree, because in that long history you'd transition from Girls' Athletic Association to Women's Athletic Association.

And you did the same sorts of things, more social than competitive.

Yes, and more intramural than intercollegiate.

Another issue that would have come up in your time here was the switch from Division I-AA to

Division I-A. Were you aware of any implications that that had for the athletics program, or if you were working with the faculty and staff at that point, more for the implications it might have had for salaries?

It presented a real challenge for Planning, Budget and Analysis activities, because in the time frame in which this was occurring it really looked like the Big Sky, of which we were a participant, might go under as a Division I-AA conference, because Eastern Washington's faculty had voted to ask the president to move to Division II status, which is a non-scholarship status. Idaho State looked like they were thinking of moving to Division II. If all of a sudden there was pressure within the state of Idaho to take Boise State and Idaho and move them to Division II You never know what's going to happen when you get into a fiscal problem dealing with legislators, but the result was we had an opportunity to go to the Big West if we wanted to move right away.

Now, bear in mind, all of our other sports were, in fact, playing Division I. It was just in football that we were Division I-AA, so the question was, "Do we stay with a conference in which we are quite competitive, have some really great rivalries, have very good attendance, and television contracts, to go into another league?" I think when Chris Ault and the athletic staff, as well as the Intercollegiate Advisory Board and Joe Crowley, looked at this, they recognized that here was an opportunity that might not come along in the next couple years. What might happen in the next couple years is that the Big Sky could either shrink in size or become a Division II. Then, if we wanted to continue, and if they became Division II in football, they would probably become Division II in all sports, so all kinds of not pleasant things could happen to our athletic program.

A lot depends on how you view athletics, but at that point it seemed that if we didn't make a decision to move to Division I-A, we might find ourselves a Division I-AA independent in the next couple years, and if you're an independent, it's awfully hard to schedule athletic events in

every sport. I think the university made the right choice at that time, saying, “We’ve got to move to another division and play Division I-A football,” and it worked because we won a championship.

Could you talk a little bit about how you think the switch from Division I-AA to I-A affected women’s athletics specifically?

Certainly. Remember, when we talk about going from Division I-AA to I-A, we’re only talking about football, because all the other sports at UNR and in the Big Sky, the conference we were in at that time, were Division I, which by definition means that they were all permitted to give grants-in-aid to their students, so they were providing financial assistance to a certain number of student-athletes. The difference between Division I-AA and Division I-A, therefore, was just the fact that you were playing a higher-level football competition, so you had a few more coaches, and a lot more scholarships.

As much as someone who, like myself, likes to see athletics a very pristine endeavor as part of the academic program and not what it’s become today, the real difference would be that in Division II you have no scholarships. So, if we had really wanted to have Title IX work on this campus, the logical step would have been to go to Division II, because you would have eliminated the need to provide scholarships for men or for women. The only problem was, how do you pay for the sports in Division II, because you don’t get that kind of attendance from basketball or baseball and particularly football in a division that doesn’t have scholarships.

We opted to go to Division I in football. How it affected women’s athletics really didn’t change that much simply because of the fact that, number one, they were already playing Division I sports, and they were already entitled to so many scholarships. What you would really hope for is that the attendance would improve, the number of opportunities to make money from television, either individually or as part of the conference, would also improve, and of course, the same thing would hold true for basketball. And indeed, with

the WAC that really has happened up to this year, because we have far more television appearances, both for football and for basketball, and the result is that you get a much greater amount of money to contribute towards your athletic budget by being in Division I.

The catch, however, is that when you go to Division I, and you’re playing larger schools in football, everyone expects you to be competitive in all Division I sports. The women were previously playing in the Big Sky, and I think in some sports they might have even been playing independently, because there’s a lot of sports you can’t play in the Big Sky because of weather conditions. When we went into the Big Five, all of those schools had competitive programs in all of the sports that we did. So, what it meant was that our support or lack of support for minor sports and for women’s sports would be much more evident when we were in Division I, playing football as well as these other sports.

I was under the impression that changing division sections like that, going from Division I-AA to Division I, that there were additional requirements for things beyond football, as far as the number of women’s teams or perhaps the number of women participating, but that wasn’t the case.

There are guidelines loosely enforced in Division I football in that you’re supposed to have a stadium that will accommodate so many students. The reason I say “loosely enforced” is that the University of Idaho is in our conference today in the WAC, and its stadium doesn’t hold the number it’s supposed to. By the same token, you’re supposed to average so many fans per game during the season, and we’ve come very close to not matching that. San Jose hasn’t matched it several times, but the NCAA has been very loose on that. But there is a requirement that your stadium has to be so big, and your attendance in that stadium has to be so large over the course of a year or two. In the other areas, it’s a conference requirement, so a conference would say that you have to compete in so many sports. I bet that’s what you’re thinking about.

So, since you have to be in a conference when you change from Division I-AA to Division I, that change may involve other requirements, but they're based on the conference rather than the division.

Yes, because in women's sports you'd have to field teams in a certain number of sports, and the catch is that you might be fielding teams in certain areas that may not be in the conference, so you've got to be sure that what the conference has and what you have is enough to give you that minimum number of sports. That's another reason why we would have had to add sports, not only because of Title IX, but also to be competitive in whatever league we wanted to be in.

As far as being independent, if you have a longtime national reputation like Notre Dame in football, although they also have one in basketball, you can afford to go it alone, because people will love to play you. And even though they may not like to go to South Bend and get beat, you love to collect that revenue and to have that national exposure on television. Teams like Notre Dame can afford to be independent, but, all of a sudden, when you try to field teams both in men's sports and—because of Title IX—in women's sports, to try to find games with teams when you're not in a conference is very difficult.

You may have seen this morning's paper. It took until today for us to firm up our basketball schedule, and we're *in* a conference, but you have so many games outside the conference, and it's difficult to line up teams, because everybody's trying to line up teams to play those practice, exhibition, or non-conference games before the season begins. So, you want to be in a conference, and being in a conference subjects you to all the rules and regulations of that conference, which might say you have to have women's teams in so many sports.

So, that part particularly would have had more to do with the conference change that came as a result of the switch from Division I-AA to I-A, and that was about the same time that the salary reviews were going on. Did that change have any influence at all on salaries?

Because all the coaches were on the administrative faculty salary model—so they were coaches, administrators, administrative faculty—their salaries were being addressed within that context, so I don't think there would have been any changes. But I probably should have mentioned when I described that salary model to you earlier that we wanted to have salary schedules that reflected what our competition did. As an example, if we were looking at Range VII, which is the highest administrative area—that was where the director of intercollegiate athletics, the football coach, the assistant vice presidents, and the major directors were—we looked at benchmarks for salaries within all the positions that we had in Range VII.

So, we looked at the forty-nine land-grant institutions, all of which we would compete with probably, both for academic faculty and administrative faculty, and we looked at their salaries. Now, it was easy in the academic area, because we could take all the salaries for all disciplines for full professors and come up with a salary there, but on the administrative side some campuses would call them director or coordinator or associate vice president. The titles didn't make a lot of sense, so we looked at key benchmark positions that we knew, regardless of what they called them, would exist somewhere.

We could look at the director of intercollegiate athletics, the director of the physical plant, the director of admissions. We had anywhere from three to five benchmark positions in each one of those ranges, and even though we might not always have a coach's salary, we could say that the responsibilities of that particular coach were a Range IV responsibility, because we could look at what they said that coach was supposed to do, the impact on the institution, and we would say on that basis that that particular coach, whether it was a men's or a women's sport, would be Range IV. We put them on Range IV, and benchmark positions on Range IV paid from x to x plus \$10,000, and we wanted everyone to have a salary that equaled at least the minimum.

When the academic and the administrative models were put into place, we made sure

that every single faculty member, whether administrative or academic, was being paid at least the minimum. In fact, a number of people in Student Services—and some coaches, as well—were pulled up to that minimum of the range that we believed their position should be in.

So the salary review actually would have had more to do with that than any of the division change. One thing we haven't addressed too much yet is the whole issue of Pack PAWS, its founding, and the role that it has played. When did you first become aware of Pack PAWS?

The director of budgets, Bruce Shively, reported to me, so I was aware of all the details of the budget, and the way athletics was trying to fund their programs, because there was no way a Division I team could be funded by the state. You really had to come up with significant ticket sales, and even more than that, significant donations from boosters.

So, Pack PAWS probably was developed more in order to push on Title IX and try to get softball restored and add soccer, et cetera, but it still had as one of its *raison d'être*s the support of women's intercollegiate athletics, and that meant money and attendance.

Who were you in contact with, through your work, that was involved with Pack PAWS?

I would say, officially, I had very little contact with them, because their budget was not that great. They were also under intercollegiate athletics, so I would work with Pharbus Harper or John Nunn, who handled the financial aspects of athletics. Also, because I was writing or straw-bossing or doing the grunt work on both of the certification studies, I came in contact with a number of questions that asked about booster groups, including Pack PAWS, but my association was really just through so many women who were my personal friends. I knew what they were doing, but I was not involved with Pack PAWS other than in a review capacity, either with certification or with a budget request.

It wasn't until after I retired that I was more than concerned that someone should continue to monitor the gender equity. As I said earlier, it's so easy to leave a door open when it's almost shut, and then it blows all the way open. I mentioned to a couple women friends who were on Pack PAWS that I would love to serve that sometime, and the next thing I knew, I was asked to join their advisory committee. Then the committee that I asked to serve on was their gender-equity committee, so that I could keep tabs on what was going on.

Cary Groth, who was a member of that committee, showed up on a regular basis and responded very rapidly to almost all the questions or concerns that we had, because, again, whether it was Chris Ault or Cary Groth, man or woman, old-timer or newcomer, you would always have to be concerned that if they were the ones doing the monitoring, who was guarding the hen house, because it was their responsibility. If the president or whatever vice president they reported to was occupied with more pressing academic issues, things could slide for a couple years, and, all of a sudden, you could be in deep trouble.

That's why I thought it was nice to have Pack PAWS with a gender-equity committee with a lot of key people who were interested in Title IX. Val Cooke was on it with me, as was Madeline Kenyon, who was so active on the East Coast throughout her whole professional career trying to do something about Title IX before there was a Title IX. I really got excited about Pack PAWS, because I could, all of a sudden, be with a group that now could say to the president or to the athletic director, "You're not following this as faithfully as you should."

But that was not the case, and our judgment was verified by the fact that for the two years I served on that committee our program was recognized as the best one in the country.

Now, back to when you were doing the NCAA accreditation study, was there a member of Pack PAWS on the gender-equity committee for that?

Yes. Valerie Cooke and Angie Taylor were on that committee. There were also other committees that would have questions that would relate to

activities of Pack PAWS, so there were other members of Pack PAWS distributed throughout some of the other committees.

I was just wondering what kind of representation they had as a group.

They were on several subcommittees, but not on the one that Eric Herzik and I chaired on finance, but, again, they had such a small financial interest that you could see why they wouldn't be there. In fact, we've now come full circle as to why I'm sitting in front of you. At the gender-equity committee at one time someone said, "Wouldn't it be nice to show how far we've come," and they thought of doing some kind of book. They talked about maybe getting Jim Hulse interested or possibly Dick Davies, both of whom have interest in athletics, have been here a long time, and both are historians as well as very good writers.

Because of my knowledge of what Tom King and you do, I suggested, "Why don't we do an oral history?" because that might be even more exciting than having an historian write a history. Maybe we could really do an oral history in which we could have a lot of people tie back to their beginnings with women's athletics at the university. They really liked that idea, so three of us approached Tom, and here we are.

And some of the recollections we've gotten so far have just been astonishing, so I think it was a good idea.

Knowing what oral history can and can't do is why I thought for our purposes this was a far better idea, because almost all of the individuals are still alive. Unfortunately, Chris Exline, one of my closest friends—I never, ever expected him not to be around. I might not have been around, but I knew Chris would, and that's why I was so glad that Cary began to push on finding a source of funding, and that Tom moved it up on your list of priorities, because if Chris can go, then I begin to look at some of the people you've already interviewed, and any one of them could be gone tomorrow. When you think of this whole history,

there are probably less than a dozen people who are really key, and all of them could be at another institution or worse.

Just looking back at Pack PAWS as a whole, from your perspective, what do you think its main contributions have been?

There are probably one, two, or three things that would all lump together, but the first one is that they really were a visible force to put pressure on Joe Crowley and Chris Ault to say, "We want things to change." I suspect many things would have changed anyhow even without Title IX, because Joe is such a fervent supporter of women's athletics. He's like John Wooden, who says he really prefers going to women's basketball games more than men's basketball games, because they play the sport the way it was intended to be played.

Joe is an avid supporter of women's athletics, and I'm probably a close second, so I think a number of these things would have occurred. Chris Ault would not have been that strong a supporter, but he's always said the president is his boss, so if the boss tells him to do something, Chris has always done it, and not begrudgingly. Just like on the football field, he expects his assistant coaches and players to do as he says, period, and he does the same thing with the commander in chief. He may be called the "Little General," but he knows who the commander in chief is. I think a lot of these things would have been done, but over a much longer period of time.

Moreover, Title IX and this women's group put a lot of pressure on legislators, as well, because it gave support to Joe when he'd go to the legislature to point out that we weren't doing these things just because we wanted to do them—we *had* to do them. It's the right thing to do, but let's not even discuss that—it's the legal thing to do.

Pack PAWS provided that visible force to put pressure on Chris, Joe, and the legislature; to get things in the press; to get letters in the files that would allow them to say, "Look, the university is not moving fast enough." Secondly, I think they tried to show women athletes that there really was a group behind them.

Unfortunately, I think they haven't come up to where I think they could be by now in terms of fan support, and there are just too many events I go to in which I am always disappointed at the number of Pack PAW members, and, for that matter, just the lack of fans. Sometimes you will see almost as many men fans as women fans, and I'd like to get to the point where it's always fifty-fifty. But the fact is that I haven't seen this huge ground swell of support for any of our women's sports.

We had a great soccer team and a really good softball team. Our basketball team has been competitive. The volleyball team has always been competitive, but the crowds, even for really big games, matches, and so on, have never been what I thought they should be, so I think Pack PAWS could really work in that area.

The third is that they did raise funds for scholarships, for grants-in-aid, and they have a couple high-quality programs. Their Salute to Champions in the spring really is a spectacular event that could be emulated by any major university in the country—top-notch people in a top-notch venue with a marvelous dinner and a great auction. In fact, I've got to stop having Mary Ann go with me, because we spend probably twice more for the auction than we do for the entire affair. It's so nice that whoever the speaker is, whether it's a volleyball player, a track star, a basketball player, or this last time a softball athlete, they will then try to bring in young girls from all over the county to be inspired by these athletes.

I think it does a really good job in an outreach program to get to junior high school and high school girls to show them that not only can they go to college, but they can still play that sport and maybe get a grant-in-aid or a scholarship. That program in the spring is really first rate.

Then they started a Harvest Wine Pairing in the fall, and each year it has been sold out. The last time I suggested that they even jack the price up, because people were more than willing to pay, so the price went up, and they doubled the number of people, and they're still selling out. So, they have two good fundraising events.

At a strategic planning meeting, for lack of a better word, last summer, they also invited in the

two officers from the AAUN, the organization that supports intercollegiate sports for men, primarily. Everyone there, including the AAUN officers, thought this was a time in which they really should merge all fundraising activities with the AAUN. They recognized, "Why do these on their own? Why not combine and have the AAUN raise funds for athletics?" People can always designate, saying we want this to go for volleyball, or we want this to go to football. They can probably raise much more money in conjunction with the AAUN.

Are they still going have Salute to Champions and the Harvest Wine Pairing?

Yes. They'll still do those, but they now will work through and with the AAUN.

When I interviewed Anne Hope, she talked about how they had started the BoostHERs group and how at one point it had been pretty successful in fundraising, perhaps a little too successful, because they were told that they were going to have to incorporate all of their fundraising efforts through what I think was the Wolf Club at the time, because it was drawing too much money away. So, how did it happen that when Pack PAWS started they were able to do the fundraising separately again, because that was only a few years after BoostHERs?

Because, first off, their major fundraising came from their Salute to Champions, then within the last couple years their wine pairing; and they may have had something that wasn't as successful financially as wine pairing. They also had memberships, and their membership funds, as well as all of the net profits from the two events, went into scholarships, which the university needed to fulfill Title IX requirements.

I can see where the Athletics Department would be very supportive of those events, because they were all going directly into the scholarship program. In fact, they made a pledge in advance to the Athletics Department to provide so many dollars for grants-in-aid and scholarships, and that covered a hole in the Athletics Department's budget. The men in AAUN, both the president

and the immediate past president, saw a real value in the two groups merging, not that they're competitive, but that there's some real synergy that probably will occur with both groups working together for intercollegiate athletics.

With the fundraising through Salute to Champions and the Harvest Wine Pairing, is that all going to go to women's scholarships now, or is that going into the main AAUN?

No. It would still go to wherever the Pack PAWS advisory committee recommended it go, and I think it would generally, not necessarily, go where the athletic director wanted it to go. But I think it will probably always go to grants-in-aid, because you can really get support for those two special events and for dues-paying members and for special donations, if they know where it's going, and scholarships are always attractive.

I was just wondering, because when it happened the first time with the BoostHERs group, my understanding is that things got absorbed, but there wasn't as much coming back to the women's athletics program as there had been prior to the merge.

Chris may have started this, but Cary has really completely implemented it, so that now, if you and I are approached by the Athletics Department, we are given our choice of where we want our money to go. We can, in fact, say, "To your greatest need," just like so many charities, or you can literally say, "I want it to go to help build a new volleyball facility," or, "I want it to go to scholarships for soccer." People can designate where they want that money to go, where before, you gave it to the Athletics Department, and they put it in the area of greatest need.

I would always argue, "I think that's where you should donate your money, because they have a better sense." I'd hate to see all of a sudden soccer has four million dollars, and no one else has any money. [laughter]

Just to wrap up, is there anything that we haven't talked about yet that you wanted to address?

You've been really thorough with our meeting ahead of time and with the questions that you prepared. I don't think so, Mary. I was surprised even to be asked for an interview, because I played such a relatively small part in women's athletics. I've been a spectator; I've reviewed their budget; and I did do their gender-equity plan, but so many other women like Val Cooke have been in for the struggle the whole time, and I'm more of a newcomer, because doing a gender-equity plan is not that difficult. I can do good plans and show you how they can be implemented stage by stage, but the hard part is actually doing it and having somebody monitor to be sure that it gets done.

But you're our expert on the plan.

Only because I wrote much of it.

But that's an important part of it. Finally, from a larger perspective, how would you say you've seen women's athletics in Nevada change in the time that you've been here at the university?

First and foremost, there are so many more sports that women really are interested in, from a northern Nevada standpoint—soccer and softball—that were not there before. We were always strong in swimming in town. Gymnastics is the only thing we're missing, but I think our program now really meets the interest of not only our students at the university but future students from the junior high schools and the high schools. We've got the sports.

Secondly, the sports are beginning to close circle on having really nice venues, and people say, "Well, it's the 'old women's gym.'" I keep calling it that, and it's the Virginia Street Gym. That's a terrific facility for volleyball. It may be an old facility, but it has a brand new court, good lighting, good areas for spectators. So, in addition to having the sports, we have the venues, and with the new softball field, I can't think of anything that we're missing in terms of venue. The locker room facilities and the mentoring and academic facilities that the men and women athletes will share in another year are spectacular.

I see facilities, teams, and the quality of the coaching staffs. We're paying coaches more, but even pay doesn't do as much as selecting the right kinds of coaches. I particularly like Terry in soccer. She didn't like the attitude of her girls two years ago and told them they couldn't wear the colors of the university until they proved to her that they were Wolf Pack players. Sure enough, a year later they go out and win the conference tournament and go on and lose only 2-1 to Stanford, which has a long history of athletics and women's soccer. We've got the athletes, the programs, the venues, and the coaches, so I think we're moving in the right direction.

The catch is, as I've told you earlier in our interviews, we will never have perfect compliance with Title IX, because as long as football is there with almost eighty-eight athletes, there's no way you can ever catch up with the number of coaches, the salaries, et cetera. The same thing in basketball—I take that back, because there are some schools that really have huge attendance for women's basketball, but the only way women will catch up in basketball to men is if they begin filling Lawlor. If we get 8,000 or 10,000 fans paying the same price that the men do, the salaries will go up. Everything will go up, but I don't see that happening in any women's sports, unfortunately.

I think that's about it, but I want to thank you for helping out with this in so many ways.

My pleasure.

LANE MURRAY

Lane Murray: I was born in Pittsburgh, Pennsylvania, in 1957. My parents were both classical musicians. My father, Roy Harris, was a symphonic composer, and my mother, Johanna Harris, was a concert pianist. They met while teaching at Juilliard School of Music in New York. In fact, my mother was the youngest person to graduate from Juilliard and the youngest person to teach at Juilliard at ages twelve and sixteen, respectively, so she was quite the child prodigy. My dad's symphonies were premiered by the likes of Lenny Bernstein and the New York Philharmonic and Serge Koussevitzky and the Boston Symphony, and they were performed all over the world. He was a very prolific symphonic composer. They then taught at many different colleges after that. My father had founded the American Conservatory of Music in San Juan, Puerto Rico—which is still there to this day—so we lived in Puerto Rico when I was very young.

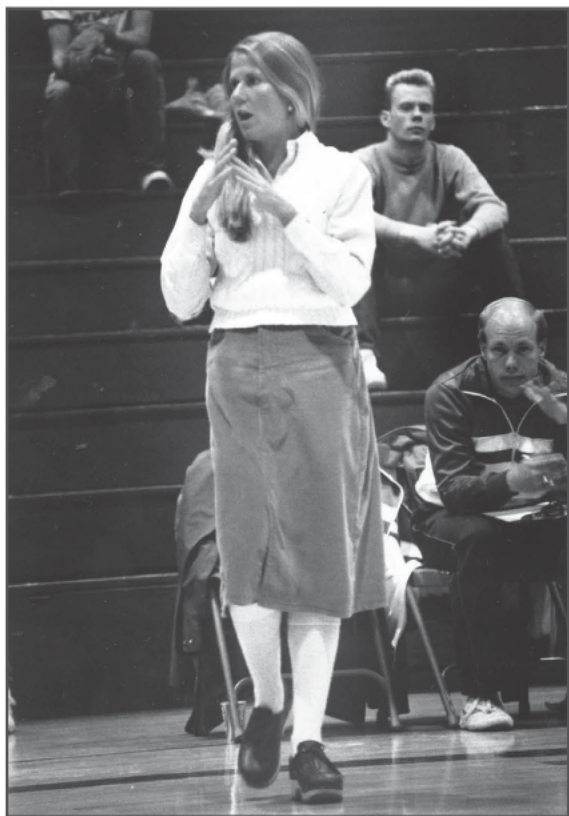
I was the youngest of five children. My brothers were both athletes, and my other older sisters were book types, studious types, and not very interested in athletics. I took after my brothers and started becoming a little bit of a jock when I was young.

My father and brothers were big sports fans. We had tickets to the Dodgers games, because

Walter O'Malley [owner of the Dodgers] was a big fan of classical music and would swap for tickets to the L.A. Philharmonic. [Sportscaster] Dick Enberg was also a friend of my dad, and we would watch lots of games on television. Mom and Dad were teaching at UCLA during the years John Wooden coached there, so that was not too shabby of a time to be affiliated with UCLA, and basketball, in particular.

I went to high school at Marymount High School, across the street from UCLA on Sunset Boulevard, and we were all big fans of the UCLA Bruins and watched many games on TV. When I was at Marymount High School I had the fortune and the pleasure of being coached by a woman by the name of Kathy Gregory. Anyone who knows anything about volleyball—in particular beach volleyball, but indoor as well—knows that Kathy Gregory is quite a name in the sport. At the time, she was competing with a gal by the name of Miki McFadden, and Gregory and McFadden won every beach volleyball tournament—dozens and dozens in a row—in the open category.

Kathy was my volleyball coach in high school. She had a very colorful personality, was very opinionated, was a very strong athlete and a very strong woman, too. She was not only my volleyball coach; she was also my driver's education teacher,



Lane Murray

health teacher, and PE (Physical Education) teacher. Can you imagine having Kathy Gregory in the same car teaching you how to drive? It was absolute humor.

Shortly after I went off to Stanford University, Kathy became the head coach at UC Santa Barbara, and she's been there ever since as the head coach—one of the winningest college women's volleyball coaches in the history of the sport in the United States. I was lucky to have her as my mentor because she was very strong and very demanding. Players either really like her or really don't, because she's demanding; she makes no bones about what her expectations are, and they are always very high. I think I learned a lot from her about coaching—that even though your expectations are very high, always, you treat your athletes with respect and always celebrate their successes.

Long before high school, though, I was a really fast runner, and I was a tomboy. We lived in Pacific Palisades, and our house was right on the edge of a canyon that was undeveloped at the time, so we would tool around there. I loved the jungle gym and the rings and anything athletic, but I was never part of organized sports, really, until I got to high school.

I remember I had tried volleyball a little bit in junior high school, just a dabbling, but I realized, "Wow, this is a really hard sport." People made it look very easy, and then I tried it and said, "I can't do this." It was baffling that I had been pretty good and things came easily to me, because I was inherently kind of quick and athletic, but all of a sudden, this ball skill thing baffled me.

Besides volleyball, Marymount had a tennis team, a swim team, and a basketball team, but I didn't play. We were lucky to have Gregory; she coached all our sports. We competed against Westlake, Marlborough, and other parochial schools. Denise Corlett is a big name in Stanford women's volleyball, and she was our nemesis there at Marlborough. She was the same age as I was, and she and her sister were the big powerhouses at Marlborough. When we were in the CIF (Catholic Interscholastic Federation) championships, Marlborough was always a force to reckon with. Denise now is an assistant coach at Stanford under John Dunning.

At Marymount High School the emphasis was academics; sports were an afterthought. If there hadn't been someone like Kathy Gregory who was so passionate about volleyball, I don't think it would have ever caught my interest.

I remember in ninth grade I tried out, and I thought, "Maybe, just maybe, I can make the B team." That did not happen. That next summer, between ninth and tenth grade, I went to Sorrento Beach in Santa Monica.

Sorrento was right at the bottom of the ramp that went up to Santa Monica Ocean Avenue, and at that time it was one of the meccas of really strong beach volleyball. I went there every single day, literally, in the summer. I would wait my turn to get on to play a game, and, sure enough, I would finally get my game, but I would get trounced by

Gregory and some other good A, AA, or AAA players, then I would sit and wait my turn for another hour or so. I went every day from nine in the morning until it was almost dark.

Luckily, my best friend, Candy Gonzalez, played volleyball and had made varsity as a freshman for Kathy, and her dad had a house right there at Sorrento Beach, so I could sleep over, and this was very cool when you were in ninth grade. I got a little bit better and a little bit better every day, and when I came back in tenth grade I was on the starting varsity for Kathy Gregory.

Mary Larson: How did it happen that she was coaching there at that point? Was it just that the schedule matched with what she was trying to do with her own competitions?

I don't know that, but I know that she taught health, PE, and driver's ed for all girls from ninth through twelfth grades, which meant she was competent to be a PE teacher in basketball, swimming, tennis, volleyball, and all these different things. As a PE teacher, she was very qualified. I so lucked out. To have that personalized attention and someone who was so passionate—that's what made volleyball come alive for me.

You said you went to college at Stanford. Were women's sports recruiting at that point?

Not at Stanford at that time. I would say at some of the more established volleyball colleges, yes. UCLA had Denise Corlett; USC (University of Southern California) had Lindy Vivas, who was later the head coach at Fresno State University, Julie Morgan, and Debbie Green before she went onto the Olympic team. So, other colleges were much more competitive recruiting athletes than Stanford, and all around they were much stronger than we were.

Stanford was just in its infancy with volleyball. I think Kathy Gregory made a phone call for me or wrote a letter to the Stanford coach on my behalf, but I was accepted on the merit of my academics. I had been the student body president

at Marymount High School, in honor club, honor society, a member of the National Honor Society, prom queen, captain of the volleyball team, the whole nine yards. And, I had a 4.0 out of Marymount. (Now a 4.5 is what a straight A average is, but back in the day 4.0 meant straight A's.) So, I did get a scholarship, but it was not an athletic scholarship.

Do you know if they were giving athletic scholarships at that point?

At Stanford, I don't think so, no.

What kind of support for women's athletics do you remember during your college years?

Not great. My freshman roommate from Houston was a swimmer, and there was more support for women swimmers. The image of what was typically acceptable for a woman athlete was a swimmer or a diver or a tennis player, and even that has changed. Now I'm talking the 1920s here, and I'm not that old. But you look at Venus Williams now, and it's a different breed of cat. Every ball contact is a grunt.

But I think volleyball was new. A lot of people didn't really know what volleyball was—good volleyball, anyway. When you said you played volleyball at Stanford back in the mid-1970s, the look from other students was, "Isn't that something you do at the church picnic? You just whack it over?" There really was no structured, high-caliber thing that people were aware of. In most of the world, other than southern California and a few other places, volleyball was a church outing.

There was also a men's volleyball team at Stanford. A friend of mine named Andy Fishburn had gone to Yale his first year and had transferred back to Stanford in order to play volleyball. I'm not sure if Yale didn't have a men's team or what, but at Stanford, Andy Fishburn was their best player by a mile.

Andy grew up in southern California, so I knew him from there. He was a tall blonde and very nice looking, and my girlfriends there

at Stanford my freshman year were so cute, because whenever we watched the men's match, without a doubt, they would always say, "Give it to Andy!" Whenever the team was in trouble, we would shout, "Give it to Andy!" because he seemed like the only one who really knew what he was doing!

Was there parity with the way the two teams were treated, as far as travel and things like that?

Both were treated equally, which was basically that we were just tolerated. There just wasn't interest. It was starting to get better. There were some good players that I played with: Liz Hughes was quite good, and Shawn Hoover, and Cindy Whitaker and Mauri Okamoto. Mauri was from Hawaii, and they played good volleyball in Hawaii; she was very good. Those were the people who were my teammates.

We played in Maples Pavilion, so we had beautiful facilities, and we were there from seven to ten every night. That was a lot. Bruce Downing was my coach, and he was a difficult man, I thought. He was demanding, too, and I didn't mind that, but he didn't dole out much praise or recognition or celebrate anything good. It was just always a somber tone. There wasn't much levity or fun—just work, just work.

It was different, because with Gregory people were laughing, "Down your throat! Ha!" People were having fun out there, and winning was fun, not work, so sports had a whole different environment under her. I never thought I would be a coach, frankly, but I just remember that the practices with Bruce Downing were onerous. It was, "Oh, God, I've got to go to practice," whereas with Gregory I couldn't get there early enough.

And that's something you probably took with you when you became a coach. Now, I understand you made the cover of Volleyball Magazine, and was that your freshman or sophomore year?

That was my sophomore year of college. I think it was March of my sophomore year, and one of the editors of *Volleyball Magazine* called

me at Stanford. I don't know how he ever got my number, but he did, and when he said, "We're interested in having you on the cover of *Volleyball Magazine*," I was thrilled!!

Before I knew it I was back at my home beach in Santa Monica, and they were doing the shots. All of a sudden, there I was on the cover! Of course, my mother bought twenty copies and sent them to all the relatives [relatives].

First I suppose I should explain why they wanted me on the cover. The summer before, I guess it was right after my senior year in high school, I was working at the Chart House Malibu, and that was a big steak and lobster spot. My boss, Bob Clem, also a big name in volleyball, was the manager.

Bob's wife, Clare, became my partner, and I started playing in tournaments with her. Luckily, since Bob was my manager, I could get the weekends off to play in tournaments. Whether it was the Santa Barbara Open or the Laguna Open, I somehow miraculously wouldn't get scheduled to work, so I was lucky.

Clare was from Santa Barbara, and she was awesome. Since then, I believe, she got in a car accident and hasn't been the same since, and I have lost contact with her, but she was very solid, and Bob—her husband—was quite an indoor player and a beach player, too.

I had started playing tournaments with her and did pretty well on the open circuit. Not *winning* the tournaments, because Kathy Gregory, Rose Duncan, and Nina Grouwinkel (who went on to coach Pepperdine) were winning everything. Nina and Rose Duncan and Gregory were duking it out for first, second, and third almost every weekend.

I took some solid finishes in open tournaments and also in coed tournaments, where I played with a fellow named Matt Gage. I also played in a fair amount of tournaments with my boyfriend at the time, Mike Anapol. He was my boyfriend through high school, and he was a very good player. He played at Santa Monica City College, and I learned a lot from him, too.

In college, I majored in communications, with a second concentration in religious studies.

After my sophomore year I did get injured. I was told by the football doctor, midway through my sophomore year, that I could either red-shirt the following year—sit out a year—or have surgery. Dr. Behling was the football doctor, an old German, and he operated on football players. When I went in to see him, I was told I would have a huge scar down my leg, and I was nineteen years old and female, and I said, “Do I have to?”

He said, “No, you don’t have to, but if you don’t get cut, you won’t be playing next year.”

So, I got more interested in men. When in doubt, do something different. At the end of my sophomore year I met my husband-to-be, Jamie Murray, who was a year ahead of me. I started focusing on my studies and getting into his fraternity life. He was a KA, a Kappa Alpha, and that was quite a social existence which I had not been aware of. They didn’t have sororities at Stanford. Maybe they had one or two, but it was just the beginnings. No one would have been caught dead in the sororities.

Physical therapy for my injury was interesting. It was very male dominated, too. I remember when I had the injuries, having to go in for therapy in this whirlpool, because they were knee injuries—cartilage. I had to share this big whirlpool with an athlete by the name of Tony Hill. [laughter] Yes, Tony Hill, who, of course, went on to fame with the Dallas Cowboys. This is an example of what women’s volleyball meant. Here I was trying to make conversation with this fellow, with his ankle or some injury in the same hot tub, and I said, “My name is Lane. What’s yours?”

And he looked at me as if to say, “You mean you don’t know?” He said, “Tony.”

I said, “Nice to meet you, Tony.” I had not been a big football fan, so I did not know Tony.

I said, “So, what’s your last name?” and he was taken aback a little bit more.

“Hill. Tony Hill.”

I said, “Lane Harris is my name.”

He still didn’t know what to make of me, anyway, this tiny little blonde thing trying to make conversation. “What’s she even doing in a training room?”

I proceeded to ask him, “What sport do you play?”

And at that point he almost jumped out of the whirlpool. He lost it. He couldn’t believe that I didn’t know his first name, not his last name, not even what sport he played! He was absolutely flummoxed by this situation! (He wondered if I had missed my assignment!)

As far as trainers and doctors on campus at that point, was it mainly football, or did other sports have specific trainers?

Men’s basketball had great trainers and doctors, of course, and probably women’s basketball, which was a little bit ahead of the volleyball. I would say we might have had them as needed, maybe, at games. I don’t remember us having a bunch of trainers there. We practiced hard, and we were there from seven to ten every night. We had one half of the Maples Pavilion, and then the men had the other half. They had a big curtain between us.

What was your season like in college?

It was in the fall, and we did well. It wouldn’t surprise me if, in the years just prior, we had been playing in a club-sport status. We played against Santa Clara, San Jose State, Davis (University of California, Davis), Chico (California State University, Chico), Berkeley—northern California teams, decent competition—and we did fine. I’ve even looked back in some of the Stanford athletic magazines when I go back to the alumni games, because I still go back and play in the alumni games, if you can imagine. Some of our records were respectable: 10-3 and so forth.

We went and played at the UCLA invitational when I was a sophomore and just got our clocks cleaned. USC and UCLA were there, and we were sorely behind the times when it came to the Southern California schools. San Diego State University with Rudy Suwara. These had been very strong for many years, and Stanford was still young in volleyball. They didn’t have a

women's volleyball program to speak of at that time, but we were OK.

Did you end up going back to play after your sophomore year?

No. I finished up my junior year there, and my to-be husband was graduating, and I still had one year. He was from Tacoma, Washington, and in three years I had already finished all of my major requirements and all my distribution requirements, so I just had electives to earn my degree. I had to petition to finish my senior year at University of Washington. Even the electives had to be approved by Stanford if I was going to get my degree from there, but I had done all my major requirements, and all of my core curriculum, so I was ready to graduate. I just had to fill up numbers of credits with electives, and they allowed me to do that at University of Washington so I could move up there with Mr. Murray.

I moved to Washington in 1978, and I took a job at Charles Wright Academy in Tacoma as an administrative assistant to the athletic director. I was ordering uniforms, washing towels, doing anything that needed to be done, scheduling games and vans and who was going to drive—everything!

Along with that, they needed an assistant women's soccer coach and an assistant women's basketball coach. I was there, I was athletic, I knew enough about both, and my husband had gone to Charles Wright Academy, so I had a little bit of an "in" there for my first job. So, I became an assistant coach for those two sports.

Steve Lynch was the soccer coach, and Tony Mahar was the athletic director at Charles Wright Academy. I worked there with those two. Then gradually I started playing in a few tournaments again, and I went, "Oh, yes, I can do this." Volleyball up in Seattle even, which was a bigger metropolis than Tacoma, was just starting to catch on with grass tournaments.

I started playing in coed tournaments again and winning. It wasn't beach volleyball, but it was outdoor, and the skill set was the same. And it was really fun all over again. Luckily, I found

a partner named Jeff Reddan who had been the middle blocker at UC Santa Barbara. If I just put it a mile high, he would bury it every time. My knees were shot, so I couldn't really spike as well as I used to be able to—I really used to be able to put the ball away when I was in college—but I could pass, serve, set, and play defense. We started winning just about every tournament we played in.

Then all of a sudden this coaching job came up at Green River Community College, and I thought, "Hmm." I went and interviewed. I had a resume of my accomplishments, and I had played at Stanford. Even though I had only played two years there, that was better than anything anyone else around there had, and I had played for Kathy Gregory! That was a big plus! (The cover of *Volleyball Magazine* didn't hurt matters, either.)

I got married in 1981, and the Murrays were a very affluent family in Tacoma—Lakewood to be exact, Gravelly Lake. They were friends with the likes of the Weyerhaeuser's. They were very influential, high society country clubbers. Murray wives were supposed to give cocktail parties and garden and donate time to the Junior League.

I tried that for awhile. I went along with the program. I joined the Garden Club of America and so forth, but once I started competing, I realized it was in my blood. That's when the bifurcation started, and the marriage started splintering away. I wasn't ready to stay home and do nothing, and I wasn't ready to have kids. Once I got started competing again, there was no turning back.

When I started coaching at Green River Community College, I inherited some athletes that were left over from before. I didn't really have an opportunity to recruit that year; I just inherited the previous year's leftovers, but there were some nice kids, and they tried hard. There wasn't recruiting going on, and I don't even know what the history had been, other than they had two sets of jerseys, and they were in a conference with all the other community colleges in Washington.

Did they have any scholarships or anything for recruiting purposes?

We did later. Now granted, this was twenty-five years ago, but that first year it cost about \$15 a credit, so all of tuition for the year was something like \$450.

Some kids had been there before I came. They were nice kids—tried hard, good spirit, good attitude—and we had fun. We learned a lot. The next year I started recruiting and got some decent players: Sherry Cole from Kent-Meridian was just phenomenal; Jodie Kasowski and Marla Cremeen (these two kids went on to four-year programs and did very well as the stars at Eastern Washington University); Sheri Bauer and Stacy Johnson from Puyallup, and Sharon O’Connell from Renton High School.

Actually, before them I recruited a gal by the name of Ilima Shaw, and I’m in touch with her to this day. She is a physical therapist up in Anacortes with a master’s degree. She was a phenomenal left-handed middle blocker but was kind of headed down the wrong path and was hanging with the wrong crowd before she came to Green River. An incredible athlete and so smart, but she just had a rough crowd. Ilima could have gone to any four-year university and started, she was that good, and she wasn’t even going to go to college when I started recruiting her.

I talked to coaches in the area, and they said, “You’ve got to talk to Ilima Shaw.” I talked to her, and when she came there in that freshman year, she was heading south—wrong crowd, wrong activities. I remember calling her on it and just saying, “Any more shenanigans, and you’re gone.”

Ilima had never really played doubles before, but we would go and set up the gym on Saturday mornings, and we’d play doubles round robin. There would be four of us, myself and three of my players.

We would go set up the one court, and it would be quiet on Saturday morning. There was no one in the gym, so we would go and play for hours, and Ilima got so hooked on it. Volleyball turned that girl’s life around. I still to this day am in touch with her, and her parents thank the sport and thank the college for her success.

The women’s athletics at Green River were pretty good. Softball was strong, and women’s

basketball was strong. I became the assistant women’s basketball coach there under Mike Willis, and he was just an excellent coach. I had done a little bit of basketball coaching at Charles Wright, but Willis really knew the game. He had played college ball, and he is still in higher education up in Seattle. He taught me everything I really know about basketball while I was his assistant. I also became his twelfth player for running drills, because he needed twelve players to do the three-man weave and other drills. So I learned a lot about basketball being his assistant coach, while I was the head volleyball coach.

Things went well, and we started recruiting people locally—not from far away, because, after all, it was only a JC (Junior College), but that’s how I got into recruiting. Every summer I’d give these week-long camps, with one hundred kids, to raise money so that we could travel and have more jerseys and have two pairs of knee pads and so forth. Fundraising.

Was that something that was more of a problem with the women’s sports than the men’s sports? Or because it was a JC, were the sports just underfunded overall?

No. Green River was actually pretty respectable for a JC. They had a good Athletics Department. The athletic director was a man by the name of Harry Beggs, and Mike McIntyre was the president of the college. They were big sports fanatics, and, thankfully, they really backed sports at Green River. I had some big fans in them, because we were bringing women’s sports back up. The men’s sports were really strong, especially track and baseball.

Do you think Title IX had anything to do with it, or was it just the administration there at the time?

When did Title IX start?

It passed in 1972, but it took a while to get going.

I think there was a genuine belief that women were not some stay-at-home baby makers, and all

of a sudden there was a belief in women's athletics, and I had great professional support from those two people, Harry Beggs and Mike McIntyre at Green River. I think it was their personalities and their personal and professional support that launched my coaching career. They would be at every game, and they would travel to the regionals. When we were in Portland, Oregon, or Mount Hood, they would be there. When administrators support you that way, you're going to grow.

I coached there for five seasons, and our league record for those five years was 59-1. I think I mentioned, too, that it's not often that you go from a JC to a Division I coaching position, which is what I did with the move to UNR. The win-loss record helped. I had also done this apprenticeship with the USA gold-medal men's volleyball team.

It was an apprenticeship with the 1984 Olympics men's team, which had their training headquarters in San Diego. Chris Marlowe and Paul Sunderland—I knew both from the beach—were true lynchpins of that men's team, and they won a gold medal at the Olympics in Los Angeles. I was able to go for one week and watch their drills. I went to every practice and took notes and met with the coaches. Doug Beal was the coach at that time. I had the chance to really see some intricate workings of how the big boys did it, and I'm sure that didn't hurt matters, either, but there was the win-loss record from Green River and the fact that I had a strong background. I think Nevada probably took a little bit of a gamble because they were in a pinch.

I was very happy at Green River, and I probably wouldn't have left, but I was separated at the time, and Harry Beggs, my athletic director, came up and said, "There's a head coaching job at UNR." He sought me out and said, "I'll make a call for you in an instant. It might be good for you. You're going through a divorce—change of place, change of face, turn over a new leaf. You're qualified. You can do it."

I went, "Huh?" Really and truly.

It took my athletic director to seek me out and say, "This job is open. Your name is on it."

I thought, "Wow." Sometimes women don't think, "I've got to go for things."

So, I made a phone call, and I sent a résumé, and, before I knew it, they were flying me down there to Reno. I think from UNR's standpoint, they were kind of lucky, too. It was very fortuitous for me at that time in my life to make a change, but I think they were lucky, too, and it was a serendipitous arrangement.

Before I forget, at Green River I was also named the Northwest Community College Coach of the Year, in 1984, and that's out of twenty-two community colleges in Oregon and Washington. So I think that helped me get the job at UNR, too.

What I heard was that at UNR they had had a coach who they had done a national search for, who had been named their head coach. He had good qualifications, and he had come in and recruited a couple athletes. Loreece Porter was one recruit he got—probably *physically* the best athlete I ever had. She jumped forty inches straight up and was so good, but had attitude problems. Best athlete I've ever had, but that's a small fraction of success when it comes to athletics, as we all know.

Anyway, the previous UNR coach recruited this handful of athletes. (I didn't find this out until later.) Shortly before the season—because this was May or June, and two-a-days started in August—he had started some type of club ball and fundraising or slush fund or something that was shady. I don't know exactly, but he had been let go.

I thought, "Well, here I am. What a good fit." They flew me down there, and I interviewed and moved to Lake Tahoe and started two-a-days about a month later.

The two out-of-towners that I was handed were Sue Dennison and Summer Gerlach, and the rest were northern Nevada locals. Loreece was from McQueen High School, and I guess she had been recruited by some other colleges. Shawn Covington was from Wooster High School. One kid from Incline High School, Michelle Jezucki, was a walk-on.

I brought Stacy Johnson and Sharon O'Connell from Green River with me to UNR; they were basically my best two players. When I left Green River, they wanted to come with me, so they came with me to finish up their last two years. I tried my hardest to recruit Marla Cremeen and Jodie

Kasowski, because those four would have made a big difference, but their parents didn't want them going all the way to Reno.

What kind of scholarships were you working with when you came in? I know the first year you couldn't recruit, but do you remember what you had to work with?

I was able, somehow, to finagle enough to get these two stars, Stacy and Sharon. I don't think they were on full rides. I know that other colleges in our conference had a lot more scholarship money than UNR did. When I went to recruit and get some players the next year, luckily, they had increased it a little bit. And, the next year UNLV

dropped their women's volleyball program, so I was able to pick up two of their starters, Kari Zimmerman and Phyllis Bustamante.

Those were as close to full rides as we got, and I think it was probably tuition. I don't know if it was room and board at the time, but those two starters then came for the end of Stacy and Sharon's tenure. Kari and Phyllis came and played for me for two years, with some other recruits.

About the kids from UNLV: Phyllis was a setter, and Kari was an outside hitter, but I moved her into the middle. Those two had played together, so they had the one-two punch.

Do you remember if there was a difference between what you had for in-state versus out-of-state



Lane Murray and the volleyball team, 1987.

scholarships for recruiting? Was there a difference at that point, or was it just a matter of trying to move the money around, so that you could get as many people in on as much as possible?

I think the latter, but I'm not 100 percent positive. There was out-of-state tuition to deal with these out of staters. Neither Zimmerman nor Bustamante were from Nevada, either; Kari was from California, and Phyllis was from New Mexico. Phyllis had been the MVP of the state of New Mexico, and Kari had been just phenomenal out of Santa Barbara, but those were two out-of-state kids, too, as were my Washington girls. I tried to get Nevada kids, but there wasn't a whole lot of talent, comparatively.

When you first came in, how was the department organized? Chris Ault would have been the A.D.?

He was the A.D. overall, and then there was a women's A.D. that hired me named Anne Hope. She was also the basketball coach, but she was going to fundraisers and boosters. She was working it.

I remember Dick Trachok. He was emeritus status by the time I came along, but he was just delightful. And President Joe Crowley would come to volleyball games. Whenever I'd see him on campus, he knew who I was; he recognized me. People matter to that man, so I'm a big fan of Joe Crowley's. And, of course, Joe went on to be president of the NCAA, so he's a big sports guy.

While I was there, I dated the defensive coordinator on the football team, Don Wnek, so I got to be in pretty good with the men's athletics because of that—not because I was a women's coach. I think it helped that I was dating a football coach. In other words, I think it didn't hurt my relations with the men's athletics that I was dating the defensive coordinator. I think sometimes what is socially acceptable—i.e. dating and going to football games as a spectator—softened the blow of me being a jock.

When you came in, you were PE faculty as well as a coach. What were you teaching?

I taught four courses in the PE department, and that was part of my contract. I taught Beginning Volleyball, Intermediate Volleyball, Advanced Volleyball, and Methods of Teaching Volleyball. That's all I did all day, and then I went to volleyball practice in the afternoon.

Was it a split appointment between the Athletics Department and the PE Department?

It was just part of my agreement. I'm fairly certain I did *not* get separate paychecks.

When you first took the job, besides being able to salvage the season, were you given any particular charges when you got hired?

Recruit and improve. The win-loss record had been abysmal the two years prior. If I remember correctly, it was 1-23, two years in a row, which is laughable. It was an embarrassment. With no recruiting that first year, we went 6-23. Not great, but an improvement. The next year I believe we went 11-17 or so, then 15-15, and then the next year I think we went 17-11. That was definitely heading in the right direction for three years in a row. The fourth year, we had some shaky times.

The style of play in Nevada, from the kids that were coming from Nevada, was very straightforward. It was a front set, and it was a back set, and it was high and outside—two options. That was it; that was all they ran.

I was coming from the men's Olympic volleyball training center as an apprentice where they had the front ones, the back ones, the crosses, the fakes, the shoots. Here they kind of went, "You're doing what?" They didn't know this stuff. Even at Green River we were doing a high two in the middle, which was certainly not that sophisticated. So, I introduced some of those things.

The other thing I think that I brought to the table—because I'm not tall and because I had learned on the beach from Kathy Gregory—was the finesse game. You don't have to put the ball away through a big block, and, in fact, you normally can't. If it's a well-set block and you've

got two big girls there, you're not going to put the ball away. You have to tool it. You've got to find the cut shot, the deep line, the dink, and that was my bread and butter at Stanford, because I was little. Luckily, with Kathy Gregory being as smart as she was, she had every shot in the book.

I think I brought that to the table. They kind of went, "What do you mean, you don't just put it away?" I think the team I inherited was a little bit put off by me, frankly.

I think when I first came there they thought, "Who does she think she is?" because the locals had been the big guns. It was a nightmare coaching some of these kids, because they just didn't have a good attitude, and it was coupled with the fact that in northern Nevada they had been the big fish in the little pond. So, here's this short little blonde coming in and schooling them regularly, because by then I was healthy and playing very solid volleyball. They didn't like that, and they didn't like the fact that I was kind of a cute blonde and had a petite figure, and yet I could school them on the court. They were bitter. I think being able to bring in some outside players kind of humbled them and put it a little bit more in perspective for them.

When I first got to Nevada, I had an assistant coach, and I'll never forget him. His name should definitely show up here, because he was my right-hand man the whole time I was there. His name was Jerry Del Giudice. He was a volunteer, and he walked on to help me out.

Before I came to UNR, I had some responsibilities that I had to tie up at Green River. And I still had to move here from Washington. Tony got in touch and said, "Coach, my name is Jerry Del Giudice, and I've known these kids since high school." I think he worked at the YMCA or something. He was not a *great* volleyball player, but proficient, and he was a great guy, a wonderful athlete, and funny, smart, and organized. And he was a huge volleyball fan. He followed it, and he watched it on TV. But he called and said, "I want to volunteer my services. I know some of these kids."

Summer Gerlach and Sue Denison had shown up, the two kids that the previous coach had

recruited, and they were on scholarship. I asked Jerry, "Can you just take the first week?"

Jerry got them together, and he called me in Tacoma. We had never set eyes on each other at this point, and he said, "Coach, I told you that this team was a little bit weak."

I said, "Yes."

He said, "I lied to you. They're *terrible*," and he laughed.

I thought, "Oh, my God."

Jerry kept a sense of humor and kept me going through that first year. All I could do was roll my eyes some of the time, because it wasn't great. Sue Denison was strong, and Gerlach brought some skills, too, and then there were my two girls, Stacy and Sharon, but they hadn't played together as a team, and we didn't have a setter who was really running an offense. Summer Gerlach did her best, and she was good, but not when we were playing against an Idaho State or Boise State and they were well-oiled machines. We were more a rusty bicycle.

There were some others, too, that I wanted to mention that were really instrumental in our success when we started getting good. I mentioned Phyllis Bustamante and Kari, but one gal worked at UNR years and years after she graduated, and her name was Lisa Geddes, from southern California. She's now Lisa Anderson, and she was awesome. There was Michelle Burger who was a middle blocker out of Chicago, so I was recruiting far away now. Beth Bryzinski also came with Lisa Geddes from the same junior college in southern California; she was a sparkplug who played as a defensive specialist. Christine Byer, out of Delta Junior College in Stockton, rounded out what became a very respectable starting lineup.

Were there troubles recruiting to Reno, as far as parents or athletes?

Yes. Believe me, when I got there for the first time the campus was one thing—it was lovely. But I was amazed by the fact that you could walk one block and have casinos and the "ka-ching, ka-ching" and the open bars and people walking around on the streets with beer. From southern

California, this was unheard of, but it was Nevada. It was almost surreal.

It was very odd. Other places drinking was something that was taboo and to be done behind closed doors, but in Reno everyone was just walking around with beer bottles, and there was just a whole different feel to the town. I wasn't fond of Reno much. I loved the campus, and the people were good, and I loved the sport, but the casinos and the gambling weren't my thing. I'm not a gambler. It was hard to recruit to Reno.

It was hard with the students, because of the lack of an established program, and for the good players coming out of high school and JC, there was the lack of reputation. "Why would I go to a losing program?"

We did start getting more scholarships towards the end. Again, I was only there for four seasons, but we were recruiting some decent athletes, because we were starting to get better. We would bring them there, have campus tours, and have them sleep over in one of the dorms and go to classes. Real recruiting was going on. And it is a beautiful campus.

Stacy Johnson and Sharon O'Connell became my best recruiters. The prospects would come and stay with them. They were cute and popular, and they knew the quarterback and the wide receiver. This was all very positive in terms of changing the opinion. UNR was an unknown. You'd be amazed how many times I heard, "UNR means what?" In southern California, which to this day is still the Mecca of volleyball, UNR was meaningless.

Do you remember what kind of budget the team was working with, as far as travel?

For away games we would stay in motels, and we had stipends to eat; we weren't starving. We had money for breakfast, lunch, and dinner. We would have to fly to Idaho, and we would play Idaho, Idaho State, and Boise State in one swing. Same with Montana and Montana State, and then we had some that were more local, like Saint Mary's College. Santa Clara was in our conference. We used to play about twenty-five to thirty games a year.

Do you remember which conference you were in?

I want to say WAC—the Western Athletic Conference.

At different points in time the women were in different conferences than the men, and I didn't know if they were in the same conference when you were there.

I think so, because I remember Coach Wnek playing Idaho and Idaho State, because I followed the results of the football team, as well. I think it was WAC, but it was a couple different things when I was there even. [1985-1986, West Coast Conference; 1987-1988, Big Sky Conference]

For volleyball, Idaho State was always good, and so were Weber State and University of Montana. Santa Clara was always pretty good, too.

Were you aware of any real inequities between what your team was getting to travel and what some of the men's teams were getting?

I didn't know what they got, although I think that they had a private jet. And then football was different from all of the other sports, because it's revenue producing. It was comparing apples to oranges, and I didn't really compare. It just seemed like the scholarship disparities were huge. We had to feed people and put them up in a hotel. We weren't staying in Marriott's, I assure you, but it was Motel 6 and Travelodge and Comfort Inn, and there were four to a room—two in each double bed.

I do remember one year we were playing at the University of Wyoming invitational against some big teams with lots of money—LSU (Louisiana State) Tigers, I think they were, and I'll never forget the purple and gold. It was a tournament, and in a tournament you play at nine, you play again at noon and at three and at six, and finals were at nine at night. You play a lot of matches, and I swear that every time the LSU team came out for another match, they had a different jersey on and a different pair of sweats.

My girls were thinking, "You've got to be kidding me." After a while it almost became humorous.

I remember that, because while the team was eating, I was at a local laundromat washing jerseys with some of my kids, so that my players would have a clean jersey to wear for the next match. That's kind of an example. We didn't have money for eight different jerseys and a different pair of sweats and this different warm-up suit and that different fur-lined suit. We had a home jersey and an away jersey.

Did you have trainers traveling with the team at this point?

We did. We had a gal by the name of Anita Miller, and she was terrific. She was the cutest little thing, a Mormon. Anita knew her stuff, and she traveled everywhere with us. She was assigned to women's athletics. Once volleyball ended, then she went into women's basketball. They must have had another trainer for track, but Anita did volleyball, and she was terrific.

Were you playing in the Old Gym at that point?

Yes. We practiced in the late afternoon or evening. There was no competition, because nobody wanted it. Why would they want the Old Gym? For what? We felt kind of privileged that it was our own place, but it was low down on being a nice facility. It's kind of neat and historic now, but then we were all going, "God, this place sucks." It was very hot.

You had Anita Miller, who would travel with the team, and you had Jerry Del Giudice. Did you have any other staff members, any graduate assistants or anything like that?

I had a fellow from Utah named Jim Saari who knew quite a lot about volleyball. I think he was a volunteer. I don't think we ever paid him and Jerry a dime, but they showed up consistently. I had two assistant coaches only because they wanted to volunteer. We paid for their meals, and we paid for them to go with us places. Saari only

was there one year, but del Giudice was there the whole time.

Saari was there sometime in the middle. He was kind of a strange sort. He appeared out of nowhere and knew a lot, so I said, "Sure, why not?" and then he disappeared. But I've been in touch with del Giudice since. The last I talked to him, which was probably within the last year, he was in Henderson. He was from the Reno-Carson area.

By the time you got to Nevada, Title IX would have been maybe fifteen years old. Was there any visible impact that you could see at Nevada?

Some. Since I wasn't from there, it's hard to gauge what was before. I think there was probably some development for the positive since 1972, because that was thirteen years later when I came in 1985. Volleyball was big at McQueen High School, and Loreece and Shawn were big shots in northern Nevada. I think Las Vegas probably had stronger volleyball. And, there were more people, more to choose from.

Did you ever hear any rumblings with the men's teams while you were there about the money that was going towards the women's teams?

No.

Were you involved with any of the compliance committees on campus or any of the five-year plans that were drawn up?

Nope.

When you were at Nevada, what do you think were the issues with visibility for women's sports?

It wasn't big. I'm trying to think in terms of how many people came to our games. It was friends from the dorms who would come and watch. If they were local, sometimes parents would come. I'd say we would maybe have fifty to seventy-five people in the crowds or maybe a hundred at the most, so it was never well attended.

With the *Reno Gazette-Journal* we probably had poor coverage. I don't know what the connection was, or how it came about, but for some reason Channel 8, KOLO, used to come out to our home games, which I thought was awesome. Here we were on TV, on the eleven o'clock news. So for home games there would be a clip of UNR women's volleyball. We were starting to get some coverage. Not much in the newspaper, but on the TV, which was huge, I thought.

Were there any fundraising attempts for women's athletics or any booster groups that you remember?

I think Anne Hope was trying to get that off the ground and was trying to work it.

Do you want to talk a little bit about leaving Nevada and what you did after that?

When I left UNR, I had worked ten straight years coaching volleyball. I moved here to Lake Tahoe, and the whole time I'd lived at Lake Tahoe I'd been at UNR, and, by God, I was going to take six months off and just ski and all this other stuff. Well, that was short lived, and I was soon anxious to work again. I looked in the paper, and here was this job at Sierra Nevada College (SNC) for a Director of Student Activities and Retention. I lived in Tahoe City, and I was in higher education, but I had never heard of Sierra Nevada College. It was tiny. When I drove by for my first interview, I thought, "Did I miss it? Was that it?" This was early 1989.

I interviewed with a delightful group of people and was hired on as the Director of Student Activities and Retention. It was something I hadn't really done. Here at SNC we had never had student activities, and I think they figured, "Well, she's been a coach, and she's worked with college students. She's got a Stanford degree, and she seems like a fun person. Why not?"

It was the first time they had this position, so they didn't really have a model that I could either live up to or not. They probably didn't have a lot of candidates for the job. The position was charged with coming up with fun activities so

that students would stay here. Coming up with a student council, movie night, barbeque night, some hikes, and bringing live bands on campus—I hadn't done any of this stuff. I thought, "Well, you can learn it. Wing it. Fake it until you make it."

But going from a sprawling campus like UNR and flying here and there—all of a sudden I thought, "Wow, that was pretty glamorous," compared to this little college. They had a total student body of about 150. It was tiny. All of a sudden, I knew every single student on a first-name basis, and they all knew me. Talk about going from a small fish in a big pond to the opposite!

Oddly enough, there was a lot more responsibility here to help students with tutoring, with academic support, with how to take notes, with how to remember what you read, with girlfriend problems, with housing problems, with a professor problem, with how to get to the airport—it was the whole spectrum. It was much different than worrying about 12 athletes. You were worrying about 150 students and all their many issues.

It was very different and refreshing but overwhelming. It was challenging, but I felt like I was making a much bigger impact. At UNR, you would walk across campus, and you would walk and walk and walk and oftentimes see no one you knew, and here you knew absolutely everybody. It was a whole different feel.

I'm not saying this against UNR, but individuals mattered here at SNC, and I think at UNR it was what they could get out of you. They wanted a win-loss record; they wanted conference championships. I wanted that, too, because I'm an athlete and I'm a competitor, but at SNC there was a different feel. I just felt like I could be more useful here to more people.

After I did that for about two years, the president of the college called me and said, "The director of admissions position is open. The head recruiter." Well I had done recruiting. I had recruited athletes from Chicago and southern California. He said, "You can do it. You're organized, and you're a hard worker, and you're fun."

I said, "OK," so I was the director of admissions for almost ten years. Then when I had my child, I couldn't be traveling, and in admissions of course you travel, travel, travel. With a newborn you can't really do that, nor do you want to.

So, the housing job opened up. "Would you like to be the director of housing and run the dorms?"

I said, "OK," and I did that for seven years. Having done student activities, dorm life, and having a strong background in athletics, the dean of students job then opened up. That's what the dean of students oversees: residential life, athletics, and activities, so I then was dean of students for two years, then just recently, in January, they said, "Are you interested in alumni relations? We've never had a department here."

They have never had alumni relations in the forty-year history of the school—tracking, fundraising, making sure that alumni stay connected. Every college in the country has alumni relations except for here. So, they said, "Would you be interested in building this department? You've been here for twenty years, you know every student who's been here for half of the history of this college. You know these kids, and you like them, and you've kept in touch with them. Would you like the job?"

I said, "OK," so that's what I'm doing now, and I really like reconnecting with people I've known for a long time.

I don't want to leave with the impression that UNR is a bad place, because it's not. I think it has come a long way, too, with the likes of a Joe Crowley, with what I hear about in the paper, on the TV, with the likes of a Pat Hixson [former softball coach]—people who made a difference there. I think Anne Hope made a good positive impact, I really do, because she was a go getter, and she was an athlete from Wake Forest. She was a serious basketball player and a very serious administrator.

There were good, well-intentioned people there, but it was still in the dark ages in terms of real support, and it was very much in a transition period when I coached there. I look now, and I see what's going on there with women's

athletics—with track especially, because track was pretty strong, too, but with basketball, and with volleyball, especially, because that's my passion. I look at where they are playing, and where they are flying to, and the Hawaii invitational. It's all over the news, and it's in the *Reno Gazette-Journal*, and women's athletics are for real now.

I think we were the red-headed step-child that had been let out. "Who let these people out?" When I first got there, it was still too new to be believable. I think the likes of Lane Murray and some of these other people started turning the page a little bit so that we were credible, that we were real, and I think before I got there, and even while I was there, we were simply tolerated. We weren't really recognized. It was just, "Yeah, yeah, yeah. Whatever." That was kind of the attitude, but we were not really respected and recognized the way women's athletes should be. So I think it has come a long way in the twenty years since I was there.

Now women's volleyball on campus is huge. I would like to think that I was instrumental in bringing in some energy and some knowledge that helped volleyball become a believable sport.

Chris Ault: I was born in southern California in 1946 and grew up in southern California. I came to Nevada to go to college. My high school coach graduated from Nevada, so it was one of those deals when there are some opportunities, and we thought it was a good thing and have been here ever since. I got my bachelor's degree and my master's here and had the opportunity and privilege to come back and be an administrator/coach.

Mary Larson: When did you first get involved in sports?

When I was in grade school I went to military school, and at the military school sports were somewhat mandated. So, you just learned to play them all, and we enjoyed the competition. When I went to high school, I was at the biggest high school in California at the time—Pacific High School in San Bernardino. We had 5,200 kids. It was a huge high school. I played football and basketball there and ran track and had a great experience in a school like that. I enjoyed football the most and ended up coming to Nevada on a football scholarship and playing here for four years.

And how did you end up here—your high school coach?

I had three schools I was looking at: Arizona State, San Diego State, and Nevada. My high school coach, Joe Lash, had graduated from Nevada back in the 1950s. In fact, there were two coaches there. Rich Brooks was the other one from Nevada. So, they both steered me this way and said it'd be a great school for me. It was a smaller school than it is now and away from home, but not too far. So, I ended up coming to Nevada and staying.

Now, when you got to UNR, what were your first impressions of the campus and the community?

It was a very small school. It was the only university in the state of Nevada then and had some wonderful tradition, but at that time I don't think the university embarked too much on its tradition, didn't go back to it as much. I enjoyed it, but after my freshman year, I was thinking of transferring back to a California school where the football was a little bit more exposed.

Some of my buddies and I got together and started talking, "Hey, maybe we can make this thing go." You know, I was one of those typical



Chris Ault

young kids. But I enjoyed it. I thought it was certainly much different than southern California, you know, the fast pace of southern California. It was very slow in those days. [laughter] I really enjoyed it. It was night and day. In fact, my entire family still lives in southern California, and after being in Nevada so long and seeing the difference between the two, I always tease the heck out of them, "When are you going to come to God's country?"

Who was the athletic director at the time you got here?

Jake Lawlor was the athletic director, and Dick Trachok was the football coach.

Later on, you would have been working with Dick when he was A.D.?

Dick was the A.D., and I became the football coach.

Seems to be the standard progression around here. [laughter]

Well, it was in those days. That's how football really was throughout the country. The A.D. was mostly the ex-football coach and vice versa. In that day and age, it was the protocol.

Did you play any other sports besides football?

I played basketball. They had a freshman team here, so I played basketball my freshman year. I enjoyed it and had a lot of fun. Basketball was something to do after football, so to speak, but after that time we just concentrated on football.

What do you remember, if anything, about the women's sports at that time?

Vaguely. We had a softball team that I can recall at that particular time. We might have had tennis or golf, I'm not really sure, but the exposure for the women's programs back in the 1960s was non-existent. At that time, women's sports were not being pushed by high schools or by colleges.

You had mentioned when we were speaking earlier that after you were at UNR you coached at Fallon and Manogue. Do you remember if there were any girls' sports programs?

There were, but few and far between, and there was not really a heavy emphasis on it. It's not that the girls weren't interested. It was the time period in which you did all the boys' sports. And the few girls' sports that they had—possibly track—there was not much of an emphasis. At that time they had the GAA, Girls' Athletic Association, in the high schools for the girls who wanted it. It was more of an intramural program than anything else.

I was just wondering about feeder programs, you know, anything that the university would have had to draw on at that point.

Oh, no. I mean very limited, if any.

Do you remember if there were any—and admittedly, you were a student at the time—contentious issues between the women's sports and the men's programs, such as competition for space?

No. When I was in school?

Yes. Or anything through ASUN, like funding?

No, there was nothing. There was no funding. As a student, the men's main sports were the football and the basketball at that time, and men's track was very big here. Like I say, there was a

women's softball team and maybe a tennis team. We didn't have a swimming pool at that time, so there was no swim team. But, no, there were no issues. It just was nonexistent.

Do you want to talk a little bit about going to Fallon and Manogue after graduating from UNR?

It was a great experience. I hadn't planned on staying in the state of Nevada; I was going to go back to California. The opportunity came to coach varsity in Fallon at a pretty young age, so I took advantage of it. Then the very next year, at twenty-two years old, I became the head coach at Manogue High School. Now, I had done



Chris Ault coaching football.

some student coaching at Manogue when I was a student here; I coached their basketball and a little bit of their track, so I had some familiarity with the school and the background. But it was very fortunate. You know, at twenty-two years old you don't become head coach of anything, and I was lucky. I got exposure, and, not necessarily knowing what I was doing, I probably coached more on enthusiasm than knowledge at that time. Then, from Manogue I went to Reno High School for one year, and then the college career started at UNLV as an assistant for three years and then back up to Nevada.

Do you want to talk about how you ended up back at UNR?

I went to UNLV to be an assistant coach. Their program was much more aggressive at that time than Nevada's was.

They were pretty much just starting out.

Well, they were starting, and they just built a bigger stadium and put more money into the program. It was really the place to be. Our football at that time was somewhat stagnant, and it provided me a great opportunity to get involved in the college, because that's where I wanted to go. I was down there for three years, as an assistant, and learned an awful lot. Then this job had opened up. Dick Trachok was the A.D., and I applied.

At the time, our program was a Division II independent program, not high-powered, but a program that just existed, you know, in a nice college atmosphere, and I thought we were losing to teams that you really shouldn't be losing to. They weren't great teams, but I just felt, hey, if you can be a head coach in college and have an opportunity, go. So, at the ripe, old age of twenty-nine I became the youngest head coach in college.



Coach Ault with Nevada football players.

And once again, if you learn by your mistakes, you're talking to a genius. [laughter]

Well, you progressed from there like your predecessor, Dick Trachok, to the athletic director position. What year was that?

That was 1986. I was still football coach and was not going to give up football.

I was going to say you didn't leave one to become the other.

No, no. I was fortunate, one of the few guys fortunate enough to become A.D. and football coach at the same time. I felt at that time that being an alum of the university, your emotions for your university are much different than just coaching at any place. You really have an investment, and I felt as A.D. and football coach that we could build a program possibly and do different things. Now, again, where we were going nobody really knew, from leagues to divisions and all that stuff, but by 1986 we were a really good football program. Football was carrying most of the load, and gender equity had started to hit its stride at that time. So, the challenge was to continue to move football and win, to try to move up into a major college, which nobody had ever visualized here at this university and in the community, and I wasn't quite sure we could get there. But there was a chance if we did things right, and football was the key, because you had to keep winning.

You had to start funding the women's programs and continue if you were going to move up to a different league, and we did that in 1992. We went from Division I-AA to major college Division I-A, and that's when really our university hit full stride in all sports.

So when you took this position, Joe Crowley appointed you.

Correct.

Were there any particular priorities that he had?

I'll tell you what, Mary, yes, there were. The first priority was that it had been recommended by the athletic association (AAUN) here to drop baseball at that time, and it was passed to Joe Crowley. Baseball was taking a lot of money. There was not very much interest in it, and with women's sports coming on, they had recommended to the president to drop it.

Baseball was off campus then—we were playing at Moana Park—and I said to Joe, "Well, give me a year and see if I can raise some money to build a ballpark on campus, and if I can't, then we'll drop it, because there's no sense in it." We were able to do that, and that, incidentally, was one of the reasons why I felt we had to move to another conference, not only for the total sports program, but because we had to move to a conference that had baseball teams in it. Why have a sport if you don't have a conference for it. So, it was part of the big plan, but that was the first major decision. I wasn't on the job two months before they said we want to start dropping sports here—men's sports—and try to push the women's sports. We were still I-AA at the time.

Were there any other problems besides that particular situation that you inherited when you became A.D.?

Well, challenges. I wouldn't call them problems—you know, raising more money, certainly. If you're going to move into a Division I-A conference, you have to build your stadium, and it has to seat 30,000. At that time, our stadium sat like 16,000. Lawlor had just been built, so basketball was taken care of. In order at that time to go to Division I-A, you had to have a minimum number of women's sports and men's sports. I believe it was eight men's sports and twelve women's sports to be a I-A team, and we certainly weren't close to that. So you had to add sports and move in that direction.

So, yes. Oh, there were some major challenges, but they were fun challenges, because it was growth. It was where our university had to go and was going, and it was trying to get a very conservative community to back it. This is a

conservative community, and I don't think anybody on the campus knows that more than me in terms of when you go out and try to raise the money for it.

Now, when you first got here, as far as departmentally, how were phys ed and athletics arranged? Were they all within one department?

Yes. Athletics and physical education were one big department, and then—I don't know the exact date—somewhere in the 1970s they split. Intercollegiate athletics became its own department, and then physical education became its own department—natural growth.

Yes, because I know you'd gone back and forth a number of times.

Oh, yes, just the natural progression and growth of most universities throughout the country, though, Mary.

Who was the women's athletic director or senior woman administrator (SWA)? Would that have been Anne Hope when you were hired as A.D.?

Anne Hope was the senior woman administrator. Yes.

And then that went on to Angie?

Yes, and then Angie Taylor replaced her. Anne was the basketball coach and SWA at that time.

Was there someone different in charge of PE at that time?

Yes. Keith Loper was the chairman of the Physical Education Department.

Now, when you started as A.D., what did your average day look like?

Oh, God! You know, I'm an early riser. I'd come to work here in football at 4:30 in the morning and go till I was done. In athletics, they're

not eight-to-five jobs. I've always told our coaches and other people, "You work till you get it done." So, it was non-stop, because you're a football coach; you're A.D. You have to organize a very good staff, and at that time our administrative staff was very small, but they were really good people. It was interesting how we built this thing with such a small staff, because it was the smallest staff in the conferences.

When you came in, what did the women's athletics program look like?

When I came in, the women's athletics program was trying to find stability. We didn't have, obviously, all the sports we have now, but basketball was the number one sport. We had swimming, which was the sport that was doing the best of all the women's sports. We did not have women's track. We had volleyball, which was doing OK, nothing special; tennis, which was an OK combination. We didn't have golf. I want to say we had four women's sports at the time. Really, they were just existing, trying to be built, but the push in the country then was to just move them along. There wasn't the emphasis to move them along and be competitive at the same time.

Title IX had spoken and said in 1971, "Here's what you've got to start doing."

So, people started doing it, but slowly. I believe that throughout the country, when I used to go to the A.D. conventions, A.D.'s would get up there and talk about it and say, "Well, they'll sit down, and they'll figure out a way to do this right and eliminate football in the equation and then make it happen." Well, they never did, so while people were waiting, they died. [laughter]

I mean, you've got to move forward, but it was an interesting phenomenon from our standpoint, because we were trying to make a move into Division I-A. We were in the Big Sky Conference, which was a *great* football conference. It was the best I-AA football conference in America, but the other sports in it were only average. So, the Big West Conference, which was more of a West Coast presence for us, a I-A conference, would have given all of

our sports, including our women's sports, much more exposure and a much better opportunity to recruit West Coast athletes. The Big Sky was Montana, Montana State, schools east of us, and we recruit primarily in the West. So, it was a major undertaking to try to get that done and move that way and financially commit ourselves to making it happen and give the sports an opportunity to win.

What conference were the women in when you first got here?

The women were in the Big Sky also. See, the beauty of going to the Big Sky was that it brought all of our sports under one umbrella. We still had teams like baseball, who weren't in the Big Sky. They were an independent.

That was probably the first time that the women were pretty much in the same conference as the men?

Correct. Yes.

Then for the first time that was all consolidated.

Oh, yes.

And that would have stayed that way, then, at that point?

Through the thirteen years that we were in the Big Sky, our women started to grow, as all the women's programs in that conference did.

But they would have stayed in the same conference as the men, then, from that point on?

Yes. From that point on, you're together.

Because some of the early history is a little dicier, as far as figuring out which conference.

Well, in early history, you're right. The men are in one conference, and the women in the other conference. In those days, though, that was

accepted, and that's what you did. But putting them under one roof was the way to go.

You mentioned that when you first got here there hadn't been a whole lot of visible impact for Title IX yet.

No. It was in its infancy here on this campus. People were waiting. And it's not that the feds didn't speak, but it wasn't just this university. It was the Big Sky Conference. It was a matter of moving forward and moving at a pace that you could afford to move at. One of the problems was, as you bring Title IX into perspective, you want to try to bring it in and give those teams and coaches a chance to be very competitive. Well, that takes money. And one of the problems was that Title IX wanted you to add opportunities for the young ladies, but there was no money. I mean, people weren't contributing money at that time to a degree to make it happen.

And even some of the men's minor sports were struggling at that point.

Really, all the men's sports were suffering, except for football and basketball, and they were just eking it out. They weren't paying for the budget. So, at our level it wasn't to the point that we had money to fund *any* of our sports fully. None of our men's sports were fully funded when I became A.D.

I know that over time the guiding philosophy behind women's sports has changed from the whole play-day or sports-day issue to a more competitive model. Where was that on the scale when you got here?

We joined the Big Sky Conference in 1979—we were in it for thirteen years—and I think that was the initiation and the realization that if we're going to have women's sports, they need to be competitive, and we need to do it right and try to fund them to our fullest abilities. And you saw that in the competition throughout the years with the other schools as, just like any other competitive

nature, when another school had something, you wanted to get it, too. So, I think that really nurtured and pushed this university along.

Now, you mentioned that there were certain expectations within the Big Sky Conference, but I also understand that right before you came on as A.D., the IAB on campus had drawn up a five-year plan. Did that plan have expectations or recommendations as far as Title IX implementation?

Yes, it did, but limited. Again, people drawing those plans up had never been exposed to Title IX. Really, nobody had been.

Yes, it was still being sorted out.

It really was, unfortunately. And the reality was, again, a lot of people in particular in this community were satisfied with, "Let's just have women's sports and let them compete, and if things work out, great. If they don't, no problem." Well, unfortunately—or fortunately—coaches don't want to hear that. And I don't blame them. I mean, if I'm coaching a team, whether it's men's or women's, I want to have a chance to be competitive, and that's what I think the Big Sky did for us, because it was a nice balanced conference for us.

We were just talking about how the interpretations of Title IX were very much in flux, and that's one reason that little progress had been made at that point. There had been the Grove City decision, which basically said that unless the Athletics Department is federally funded, then Title IX doesn't apply to athletics or any department that doesn't receive federal funds.

The threat that we had heard constantly from the federal side of it was that if you don't try to improve and meet Title IX, your university could lose its federal funding, and that was the cloud over every school in the country. I never heard of anybody pulling back any, to be honest with you, but that was the threat. I know I had plenty of meetings with Joe Crowley on that subject. You have to show improvement. That was the key,

and how fast could you make that improvement, and how far were you willing to go, and what direction?

The fear of having federal money pulled—was that fear brought about by the essential overturning of Title IX in the Grove City decision in 1988?

Well, it was the message sent to the presidents throughout the country, "You *will* comply with Title IX, you *will* make improvement, or you could face losing federal support for your university."

So, that was after Grove City was overturned, though?

Yes, I believe so, Mary.

Right. It's a long, strange trip. [laughter]

Yes.

Do you remember any repercussions from Brown v. Cohen?

No, I just remember it added strength to the entire environment.

I mean, that was the late 1990s, too, and by then things were different.

We were fortunate to have a president like Joe Crowley who enjoyed athletics, and Joe was interested in athletics and how it ran. So, one of the things as A.D., at least I was talking to somebody who had a true interest and wanted to make the thing grow and wanted to do it the right way, too. He didn't want to hurt some other opportunities, which, as we got into this thing, did happen at the end. But I think as an athletic director, my feeling was, once we got into the Big Sky, and we saw opportunities to be competitive, if we were going to have something, let's do it right. I mean, let's not add things just to appease the federal government. Let's do it so we can look the coaches and the kids in the face and say, "Hey!

You've got the financial support to be competitive, and we'll continue to grow it."

Not just a token.

No, not just a token. And by the same token, Mary, none, zero—when I first started as A.D.—of the men's sports, except for basketball, were fully funded *ever*. None of them. So, you still had to grow those sports, because they deserved the opportunity. So, many times it was a Catch-22.

You mentioned how important it was to have Joe's support with all of this. How important do you think it was that he was so involved with the NCAA on a national level?

Joe didn't really get involved until the late 1980s, but then he really got involved and enjoyed it. The conventions in those days—everybody got together. They don't do it anymore, but that's how he got involved, and just being a person who enjoyed athletics. He really felt, as a president of a university, that he could have a better vision and opportunity for other schools, also. Now, when he became president of the NCAA, the person that was supposed to be president had a little problem come up, and Joe kind of backed in. It was great. So, that was a neat opportunity, but, still, what was tough on us in athletics was when Joe became president.

This was tough on us, because now the expectations rose, and we still didn't have any more money. Yet, you don't want your president embarrassed, and gender equity is the issue. It is the issue. Probably the toughest decision that I've ever had to make here at this university in all the things I've done—and one that I regretted, but had to be done—was dropping men's track. That's how our real, major, financial push for gender equity came, and I believe that's when the community realized, "Boy, this thing is for real."

It was very, very difficult, Mary. I'm not alone here, and men's track was big. Jack Cook, the track coach, and I were very, very close. My roommate in college was a track guy. When I

went to Joe with that, he supported it, and we put every single nickel of \$325,000 right into women's track, so they instantly became fully funded and were the only fully-funded team in the Big West in track at that time.

That's when I feel our community really said, "Oh, man. We've got to drop men's sports for women." And at that time, to the NCAA Title IX people it was—I don't want to say ever all right—but it was somewhat acceptable. In this day and age, they don't accept that. You don't drop a men's sport to add a women's. Some schools have still done it, but it's unacceptable.

Getting back to that decision—you mentioned that was one of the tougher ones.

That was *the* toughest.

And I know there were others along the way, too, obviously.

Oh, yes.

Do you think that your position in the community, having been football coach and being so well-liked, helped temper some of this when you had to talk to boosters and folks in the community?

There is no question in my mind, Mary, whether a person is well-liked or well-respected, that's hard to say, but that type of a decision doesn't win you friends. You're in a no-win situation. You really are. The women who got involved didn't want you to drop anything to do it, so there wasn't a gun to the head. There was just no money coming in, and we had to show progress, and we had to show major progress. That was the first shot fired on this campus in terms of the realization of, "Boy, here it comes!"

You know, there's no question it detracted from some of the things that I've done here, and from that point on, the decisions I made, whether it be on the hiring and firing of coaches or gender equity, seemed to come to the forefront and to the top of the surface much faster than prior to that.

So, you don't necessarily think it helped that you already had a standing in the community to be giving folks the bad news.

I think this, Mary. I think there was a respect for the decision, that he wouldn't have done it if he didn't have to. I feel strongly about this because—again, I keep saying this, but I'm proud of it—I'm an alum. I saw this university in its worst look. I know the university dropped football in the 1940s because they fiscally weren't sound. And I'm an historian of this university. We had, oh, gosh, I can't tell you how many community meetings for track when we dropped it, and their arguments were 100 percent correct. They were beautiful. They were right, but the bottom line was that we needed to generate women's programs. Because of Title IX, we had to.

Track was a sport at that particular time. Men's track was having a few problems off the track, and the track coach at that time was struggling a little bit with control of his kids. So, that added to it, but all the arguments to maintain it were 100 percent right. I couldn't look at them and say, "No, you're wrong."

They were right. If we were not to do that, then you're just adding sports as a courtesy on the women's side and really creating opportunities that, in my opinion, really didn't have a chance. So, it's something that, to this day, I still regret, don't like, but it's something that, under the circumstances, I would still have done.

Was this all part of the switch, too, from Division I-AA to I-A?

Absolutely. This was 1993. When you're major college, the expectations of your commitment to toeing the line go up also, as well as having to build a stadium and facilities and women's facilities, too, from the locker room on up—which they have now. I mean, they never had a locker room!

Could you talk a little bit about what the women's facilities were like when you got here in 1986?

Oh, God. Well, we had the Virginia Street Gym, and down below it was a locker room that we renovated to a degree, but it was just a Band-Aid to get it done and get it started. So, the gym for volleyball and basketball—that was a very nice place to play—but the locker room and opportunity to lift weights—they were all makeshift areas, which every school at our size was doing, too. They weren't areas that you could recruit to with any degree.

Now, in the Big Sky Conference, all the other schools were the same. It just matched, so at that particular time you didn't know the difference, but you knew you were going to build a facility somewhere along the line and make it better.

When we were talking yesterday, you mentioned that as you settled into your position that one of the first things you did had to do with addressing the sort of odd office placement with the women's athletics. Do you want to talk a little bit about that in the Virginia Street Gym?

Sure. Those were the two major decisions in 1986 when I first became A.D. One was to try to save baseball, bring it to campus, and the other was to try to accommodate the women right off the get-go, to show that there is a sincere interest. Our women's basketball coaches were housed up here in Lawlor in a small office complex. Football was in the Old Gym, and, of course, Mackay Stadium is here at the north of campus. So, it was all discombobulated. The weight room for football was down in the Old Gym. It was a little, old cellar down there, and I had asked Anne Hope, if we could fix up the offices in the Old Gym, would she like to take them over for basketball. I think volleyball, also, Mary, but I'm not sure. Basketball was the key sport at that time, and Anne said she'd love to move down there. So, I said, "Well, I've got to go try to raise money to build football offices," and that's when we went out and raised some money to build Cashell Field House, which was a 3,000-square-foot office space for football coaches.

So, we moved out. Women's basketball was able to move in and, perhaps, volleyball. Anne

loved it. It was nice. She was in the gym; she had a nice facility. B & G came in and redid it, so it was a nice step. At that time in women's sports in the Big Sky, basketball was the sport for women. Football was the sport for men.

So it was, again, a move that a lot of people didn't recognize, Mary. They didn't realize it. They just ho-hummed it, and that was a pretty big move, because athletics had not raised that kind of money to build facilities ever before. The money that they got for facilities was always given from the state. So, between raising money for Peccole Park to get baseball on campus to keep it, raising money for Cashell Fieldhouse, which both happened in 1986 and 1987, we were looking at close to \$800,000 there, which at the time was unheard of.

It was a busy first year or two.

It really was. And you know it was really fun, Mary. Bill Peccole was a graduate of our university and played intramural baseball—just a great man and a great person. Without his contribution to build Peccole Park, baseball would not be here today. Dick Trachok had initiated conversations with him, and I was the one who negotiated the contracts and the money. I'm very proud to have known Bill and call him a friend of our university.

Then, of course, Bob Cashell and I had been very close friends. At that time Bob was an entrepreneur in our community, and I told him, "I need some help to build football offices," and he was the one who stepped out. Without those two guys at that time, gender equity would have been a much slower process, and opportunities for men and women would have been slower.

When we were talking earlier about some of the steps that you were taking to work on parity, you mentioned getting more tuition waivers and scholarships. What was the situation like, as far as how many scholarships the women's teams got?

Oh, gosh. Well, Mary, the NCAA had maximums, limits for all sports. When we went to I-A, football was allowed to have eighty-five.

For 1992 until 1995 we only used sixty-six. It's all we had the money for, because we were putting money into the women's programs to try to build them up. So, the women's programs, Mary, I'd have to go back in my records to find them.

The goal was to take the sports and to max out their scholarships. When we got the tuition waivers for the women's programs, at both universities, incidentally—so UNLV has been on our shirttail both ways—President Crowley was really a good person to have aboard. Being with the NCAA, of course, he was able to talk in terms of national expectations. I was able to talk in terms of regional expectations and getting people who really were strong supporters of the women's programs to go to the legislators and talk to the different people. Senator Raggio has been a great friend to help and say if there's an opportunity to provide just the women's sports programs with tuition waivers—the new kid now. The other ones they made us fund. If you were already there, you had to fund that. Anybody new coming in, they did vote to support tuition fee waivers for female athletes only.

And this was mid-1990s?

This would have been in the mid-1990s, correct, and that was major for us, because once that happened—we had already added women's track, which was a big one, and were just adding golf—within a two-year period we were able to fully fund, scholarship-wise, most of our women's sports programs. I would say all of them, Mary, but my mind is slipping a little bit here. Once the state jumped in like that, it gave us a chance to take the funds and go solicit funds to a lesser degree in terms of saying to people, "Now, in order to fund a full scholarship for a female athlete, it's half the price, because the state is picking up the other half," and people thought that was a great deal. So, we were able to get them to buy in.

It was a real bargaining chip.

Real bargain. Then came Dixie May, with her million-dollar contribution from the May

Foundation, and the Wiegand Foundation with a million. Two million-dollar gifts—unheard of in the country for women's programs.

This was all about the same time, wasn't it—the state legislature and the Wiegand and May foundations?

Yes. The state legislature came first, and then Dixie thought, "God, that's great!" Then it prompted Dixie, and she said, "Hey, yes. They're really doing it!" And then, of course, the Wiegand Foundation jumped in. Now, the Wiegand Foundation money was going strictly to women's basketball, which was great, because remember now, basketball was *the* sport at that time, and then Dixie's money was to go just to scholarships for all the female athletes. But all that hit at one time, and that's two more in the thrust that allowed us to fully fund our women's sports programs, while our men's sports still weren't fully funded, except for basketball. That's why we moved up that gender-equity issue nationally very fast.

Now, how do you think Title IX and its implications were accepted overall on campus?

Well, at first, like any campus, it was completely misunderstood. I feel, Mary—and this is my own opinion—that when the feds came out with a mandate, and with the threat of saying, "If you don't do this, this is going to happen," it turned off communities like ours. In one aspect, they had to do it, because schools weren't doing anything; they just said, "OK. We're not going to do it." So, I understand that deal of it, but we're a small community. We're a very conservative community, and I think because people didn't understand, and we couldn't get the word out fast enough to them of what gender equity really is about in Title IX, that they took it more like we're being threatened to do it at the expense of men's sports.

In reality, you really weren't. You just had to find a way to move things forward, and we are very, very fortunate. I don't know of another state that jumped in like ours did. In fact, I don't think there was one, and I don't think there are many

states right now. I know there are some in the West that fund all the scholarships like ours do, because we came back and got it for all our sports. But you were asking me how it was accepted.

Again, when you had to drop men's track and all these things, I think there was a cloud over it, and, unfortunately, it was a cloud of misconception and misperception. Part of that was due to the way gender equity was being interpreted, and when you explained it to people—I can't tell you how many meetings Joe and I were in with people—they didn't understand how you can put football into the equation when you're talking about participation opportunities, and quite frankly, nobody did, including A.D.'s and presidents, but it was the mandate.

And people were arguing, "Well, you can't do that, Chris."

"Well, we're doing it. You got to. That's what the rule is."

So, that's why during that time—I use football as an example—we were winning big then, Mary. We won a lot of championships, and we were fortunate that I didn't have to try to fully fund football at that time. It would have slowed down the whole progress, because football is a very expensive sport. So, football was the catalyst carrying the other sports at that time, because we were packing them in in I-AA, I-A. Gender equity—we were moving forward. We were the most aggressive school in the country at that time. People didn't know it. It wasn't publicized until now, but it really happened.

I think the last couple of years it's become much more apparent.

Yes. Well, because they're saying we're number one. We were right up there, and I don't believe, Mary, that there was a school in the country moving as fast as we were, because of Dixie May and the Wiegand Foundation and the state, and a guy like Joe, who's going out there beating his drum. So, it fell into place, and as an A.D. I was pleased that you had people like that who were willing to jump up and support it and realize that we're trying to build something. You just don't



Dixie May and Chris Ault at a National Association of Athletic Development Directors event, June 13, 1999.

want it to exist; you want it to be very meaningful and fulfilling for those people involved.

Did it cause problems with boosters, as far as funding the men's side, or did they see it as an opportunity to give more money to the men's side since they felt like it was being detracted from?

It was both ways. To be honest with you, it was a constant fight with the boosters, because there just was not a good understanding of why you had to provide sports that don't draw, that have no chance of making it. I mean, our women's sports—we'd like them to draw—and I mean this respectfully—but it's tough. We don't get the participation that we'd like. It's building. It's getting better, but it's tough, and it doesn't happen overnight.

So, it was tough to make that transition and explain, "Well, it doesn't matter whether they draw or not. Here's how we've got to go." That was really

tough on me, because I was the football coach. So, you want them to come out there and cheer for your football team, and the next day you're out trying to hit them up for money, whether it be football or baseball or women's sports, and the line was drawn.

Pack PAWS came aboard, but I think one of the biggest changes we made during my years as athletic director was with the booster club, the Wolf Club. I tease all the guys; we have fun with it, and I've been around so long, they say, "Yes, he's right." But it was just a club. That's what it was.

I wanted to change that, and in the mid-1990s—I want to say 1994, but I could be off—I wanted to make it a change so people knew it was really a business organization and an organization that's going to do some things this university has never done before. I wanted people to realize it's not a club, so we named it the AAUN, the Athletic Association of the University of Nevada. That's where it is today.

That group, during the 1990s to the time I got out, was one of the greatest groups of people—to support what's healthy for our university; it didn't matter if it was male or female—that they'll ever see here. Mary, we did things in those years to raise money, to generate funds, from building a golf course with no money, which the university never really recognized and really never gave credit to. It was amazing; I was really shocked, because it's something that most universities would applaud and jump up and down, but it's that golf course that paid for this building.

So, that athletic association and the people involved in it were major contributors to the support of gender equity, also, because I would meet with the board and explain to them, "Here's where we're going, guys. Here's where we have to go. I need your support, and I need you in the community explaining why we're doing it."

Slowly but surely, you could see it turning, and people realizing, "Yes, this is where it's going all over the country." And then you could see some pride coming into our women's sports programs, that they were being fully funded, and that there were some opportunities to win. Swimming was doing very well then, and our women's track program. Both of those were funded better than any teams in the conference, and they were starting to win, and so it became nice. Then you got better coaches coaching in your women's programs and the exposure and better players—people just started realizing that this is the way of the world. It's NCAA. We're all in the same conference together. We want to win together. We want to compete together, and that's what the Big Sky did for us earlier, and now at the major college level, it wasn't so much of a fight as to why; it was more a fight of how—how are we going to get it done?

Again, you've got to realize that we still had to build a stadium, weight rooms, tracks. It was a time that the university will never see again.

Well, you were having to upgrade everything at the same time.

Everything at the same time, plus meet gender equity. You know, I look back at it, and doing both

jobs, you can't do that in this day and age, and I was too dumb to realize I had two jobs, Mary, if you want me to be real blunt with you. [laughter] I mean, it was go, go, go, and it was exciting, though. It was exciting to see things being built and progressing and seeing people jump in, whether it be for the men's sports or the women's sports. It was a time that I don't know of another university in the entire country, no matter how big they are, that made the moves percentage-wise as we did in terms of meeting gender equity, meeting Division I–A demands, and still being somewhat competitive.

You were talking just a couple minutes ago about issues of visibility, and I understand that that was a real problem, especially early on, with some of the women's sports. What were some of the things that were done over the years to address that?

The number one and probably most important thing was going from the Big Sky Conference to the Big West. Now, the Big West was a major college Division I–A conference. The push was football and the women's sports. It wasn't any other sports, but to go major college in football and to get our women into a conference that's West Coast oriented, so we could recruit West Coast kids. That was the issue and the push. Had we not gone into that conference and stayed in the Big Sky, we still would have survived—and Big Sky was a great conference—but the identification for our women's programs, in particular, were more Easterly oriented, and we were a Westerly-exposed university. The community never really realized that. They never saw it until we got out. I said, "Do you understand what we're trying to do? Here's what we're trying to do, because we're going to have these sports. We want to win. So here's how we're going to move." So, although those moves were subtle, that move right there was probably as big and as important as any move we made, because it gave our women West Coast exposure, and we're there to this day.

I understand, too, by looking in some of the old notes, that there was a position for a director of

fundraising and promotions for women's athletics that opened up in 1993. Do you remember if that was part of that move, as well?

Yes, it was. But you were going to add positions as your sports grew, and the women's program came aboard. The major fundraising is done by the athletic association. That's their charge for all sports. This person came aboard to raise money just directly for women's sports. You didn't have that for the men.

So, AAUN actually does it for both?

Oh, yes, that's *the* fundraiser. But the women came, and they had a separate person to be a fundraiser for just women's sports and raised moderate funds, but the May Foundation and the Wiegand Foundation were part of that deal. I don't mean in any way that that's moderate. But aside from those two, it was just moderate funds being raised, because given as much as we see today, it's still tough to generate. So, Dixie May, the Wiegand Foundation, and the state, without question, those three were the financial foundations to initiate a fast-track growth of our women's programs.

Do you remember who first held that director's title for promotions and fundraising?

I don't.

Does that position still exist under a different title?

No. In those days you had just one fundraiser for the athletic one and then the women's purse. Now, there's, I think, three fundraisers over there, or four. One handles the women's; one handles this; one handles that.

I was wondering if it was an issue. We discussed yesterday about how titles had to change because of Title IX. Could you discuss that just a little bit?

Well, like the federal government, we've added positions to accommodate meeting the needs of the program. [laughter] So, again, Cary

would be the one to talk to, but I think right now we have three or four fundraisers for the entire program, whereas in the day you had one. So, this person coming aboard for the women's side was great, because they could help alleviate some of that pressure, but the big monies, other than the Wiegand and May foundations, just never came. That's why that athletic association, which at the time didn't get the credit they deserved—those guys worked hard—was a real critical factor in stabilizing our athletic budget and then helping us grow to where we're at now.

How was fundraising for women's athletics affected by Pack PAWS? Were they more a booster group when they started out, rather than a fundraising group?

Still are. Well, no, they were a fundraising group then. Yes, they've always been both, and they're strictly a supporter for the women's sports program, which is terrific. The Salute to Champions Dinner came about through Pack PAWS, which is a terrific sports dinner, bringing in great speakers, but the realization and the fact is, is that the funds directly associated just for female sports is limited. I mean, in this day and age, your men's football, your men's basketball—the major donors contribute to the department, and the A.D., Cary, decides where the money has got to go.

But the beauty of our program that I liked is that our women's sports programs, when those sports became fully funded, I think there were twelve of them. By that I mean, the scholarships were full, you couldn't give them any more money for scholarships. Now, they needed facilities; they needed operating money, but in terms of going out and recruiting a young lady, you could give her the same scholarship that SC gave theirs. And that was my priority in our women's program—to get the scholarships first. Continue to improve the operating budget and the salaries, but get the scholarships first so they can recruit against the other schools. So, that was number one.

When I interviewed Lue Lilly, that was one of the things she mentioned, that at one point they had

two scholarships, and there was very little recruiting that you could do with two scholarships.

When Lue was here, the women's programs were just almost non-existent.

Well, I mean it's almost twenty years before.

Oh, yes. It was when I was in school. Yes, I was there. In fact, Lue taught a class. I think she gave me a B. I want to talk to her about that. I want to get that grade changed, Mary. [laughter] But, really, those days, you can't even equate them to when Title IX in 1971 said, "Here's what you're doing."

But even then the idea was that if you could get the scholarships, you could do the recruiting. Everything builds on that.

Yes. That I don't know. They never got them; they never had them, and there wasn't any vision to get them until we turned the corner and started saying, "Here's what we're going to do."

Again, the move to the Big West precipitated everything and got the boat going in the right direction in saying, "We're a major college. We're all Division I now, and we need to compete at all levels."

So, I can tell you this, Mary, being the A.D., we fully funded all of our women's sports before all of our men's sports were fully funded, and we started athletics here in 1898, so that was quite an accomplishment for just starting up. I mean, it had only been in existence for the ten, fifteen, whatever years. So, there are a lot of people very proud of that, including me, but I mean from Joe Crowley to the Pack PAWS people to the Wiegand Foundation to Dixie May, who helped accelerate that. If you went to other universities our size and then went to some of the bigger ones and saw how they did it, nobody did it with the capacity we did it, involving the state, private donors, and your university. I mean, Ohio State and those schools just got more football money and put it in there and said, "Go," but ours, I think, was a complete sail of getting everybody involved.

Looking at Title IX compliance and paperwork, the nitty-gritty of the reports, just roughly, what impact did Title IX have on the amount of paperwork and tracking that needed to be done in the Athletics Department?

With my initial staff, we didn't have the staff to do it properly. It was ridiculous what they were asking schools our size to do. And yet, as you well know, the feds said, "Well, that's too bad. Find a way to get it done." I turned to Joe Crowley. Thank God for him, because we needed help. We did not have the staff. You know, we added women's staff, but we never added administrative staff. The administrative staff I had were very, very good, and I don't want to say overworked, but they, oh, gosh, probably did two to three times the job description of what they were hired to do at that particular time to meet these needs. It was difficult. Again, you're trying to raise money trying to build program, trying to do all this, and then, all of a sudden, boom, you've got the paperwork. And you've got to do it.

Was it mostly the five-year plans?

No. The IAB, the Intercollegiate Athletic Board, which existed then, was the one who put the five-year plan together with the A.D. and some of those people. The five-year plan was really just a blueprint of where you'd like to try to go, and we used that somewhat as a compass, but we usually accelerated over the five-year plan in our progress. It was something to show the feds, "Here's what we're trying to do, and here's where we'd like to go," and it was made up of a body of faculty that weren't athletic people. They were faculty. But, you know, that was probably the bible early in my athletic career, and as the career went on, it lost its value, simply because Title IX didn't care about five-year plans.

So, the five-year plans weren't so much for Title IX compliance?

Oh, no. They were for us, and we used that to show Title IX, "Here's our five-year plan." Yes, they wanted you to do that.

But it was being done independently of that.

Yes. And then, of course, that became our guidelines. Title IX would come back to their regs, and within a five-year plan the idea of Title IX was you had to make improvement each year to show them that you're making progress. So, the five-year plan certainly had much of that involved.

What sort of reports beyond that did you have to submit for compliance?

Well, number one of Title IX was your participation. How many female athletes are actually participating on your teams, how many of them are scholarships athletes, and how many are walk-ons. See, a lot of schools early on would have a lot of walk-ons on their program and say, "We've got twenty girls on our volleyball team," but only four of them were on scholarship. I'm exaggerating, but that's what they did.

So, that's when Title IX really buttoned their belts and said, "Well, that's wonderful, but are they getting aid?"

So, now you've got to get the aid. That was their number-one thing.

So, it was numbers of participants and budget.

Oh, absolutely.

You had to balance the two of them.

Well, you would say here's how many male athletes participated this year and how many female athletes. Here's how many male athletes were under scholarship; here's how many female athletes were under scholarship.

And if I understand correctly, the percentages to balance had to be not the percentages of male athletes and female athletes, but the percentages of male athletes and female athletes as compared to the student body as a whole?

Correct. Now, again, it's a while back, but during my final time as A.D., the final formula that

the university, the presidents, the IA, everybody, had agreed to percentage-wise, was that 55 percent of your budget should be towards your male, 45 percent for your female. That wasn't a Title IX deal. That was just a number that Title IX people, presidents, and other administrators seemed to accept that made sense. Now, as we got into it, the women's programs started to grow and the men's diminish—in other words, we dropped track—so at one time we had six men's sports and eight women's sports, and that number started to fluctuate to 47 percent, 53 percent—something like that. But we did come up with a number. 47/53 sticks in my mind as the last one, and 55/45 to start off with. If you hit there, you were making pretty good progress.

Now, you come over to this part. You say, OK, now you've got some participation going, you've got scholarships. What about facilities? So, there was another, "What have you done for the women now?"

Well, the women went from the Old Gym to Lawlor to play their games, which is much more expensive. That's what they wanted to do, so we said, "Good, we'll fund it." Volleyball made the Virginia Street gym their arena. We had to fix that.

So, we were doing this, but we always felt—at least I always felt—very, very comfortable in looking at Title IX people in the eye, or anybody else that asked us about it, and saying that we were not only making progress, but we were on a sprint and doing well because of a lot of people.

Could you walk me through how compliance was determined, not necessarily as far as numbers, but what the Title IX folks did? Were there site visits? Did you just submit reports once a year? Did they come through every three or four years?

Yes. Oh, there were site visits: Title IX people and NCAA people. When I first got hired as A.D., the feds out of San Francisco came down four years straight to see where we were. They visited with Ashok Dhingra, who was the vice president who oversaw this stuff. And my first four years I had to meet with the feds on this, and you know how those meetings are. Phew!

So, my indoctrination to it was steadfast and stern, "We don't care. Here's what you're doing."

Then they saw us making nice progress, and then it was just reports and then feedbacks. Then, of course, the NCAA, when schools weren't trying to make any progress, jumped in and paid site visits once a year. I think they still do. So, it was on athletics, but gender equity was the key component.

Were there particular issues that the Title IX or NCAA folks brought up early on at UNR?

Proportionality. There were three guidelines and three main ingredients of Title IX, and, again, they escape me right now, but it was to do with the amount of participation, the amount that you're funding each sport, and what you're doing to improve the administration and facilities. Those they called proportionality. I don't have it right, but Joe remembered the three things that they did.

So, that's what they came in on, and, God, the president would appoint an oversight committee before the NCAA came in, to get a booklet prepared for what you had done that year—Title IX and all your sports. The NCAA would come in and be here roughly a week and look at that and interview different components of Title IX and men, FEMA, and then come back with a report and say, "Here's what you've been doing. You're in compliance. You're doing a good job," or, "You're in compliance, but get this picked up, or we'd like to see this done." But it was a major deal. I want to say they spent three days on each campus.

What positions were created because of the paperwork generated by Title IX?

Suzanne Bach was my executive secretary at the time, and we created the position of compliance coordinator for her. Then we hired a new executive secretary, and her job description also included some of the new duties that were associated with the new sports that we were adding for women. When we first started the SWA position with Angie, it was strictly women's sports. Then, in this modern day and age, the SWA's

were more interested in being involved in all the sports, which they should be, because they're administrators. At that particular time, though, the SWA was just assigned and evaluated based on the women's side, so that was a full-time deal. My budget director probably spent at that time, as we were trying to build the program, 60 percent of his time on women's sports budgets—where we were, where we had to go. So, the overload for the staff was difficult, because we had to add positions, but we had to add sports first. That was the priority.

Administration always comes second.

Yes. And the tough thing of it, Mary, was that all those things had to be done, and there was no money for it. I mean, the monies we had to generate and create ourselves for this stuff, and that was difficult, because the state was not funding these positions. We had to fund them in athletics.

So, within a five-year period, our administrative staff had, maybe, three to four new positions relegated and delegated to the advancement of our women's programs. The problem was not the positions—we needed them—but the problem was generating the money.

Now, what year did you first move Suzanne to compliance coordinator? Would that have been around 1993, 1994?

We went Division I-A in 1992. We opened Legacy Hall in 1999. Yes, I would say probably 1994, 1995. Now, let me back up. Suzanne did both executive secretary and compliance for the first couple of years. Then it was just too much, and we said, "Hey, we've got to have a compliance person."

I was just wondering what the tipping point was.

Just the overload.

Talking about compliance again, was there a date when UNR was considered to be, quote, unquote, "in compliance," or is that just something that's so ongoing that it's never really decided?

Mary, I think the “in compliance” thing at the time—the word around the country was that you’d never be in compliance, because you’d always have to add, but in the mid-1990s, as we started making all these improvements and additions, it was very noticeable and easy to see that we were meeting the mandates of the feds and meeting them above their expectations faster than they had anticipated. So, the checks and balances weren’t quite as frequent.

I was just wondering because the phrase “in compliance” gets used a lot, but I didn’t know if you were “in compliance,” so to speak, if you had written a proposal for the next year that addressed some things, even though it didn’t get you all the way to where the feds wanted you to be.

And that’s exactly what “in compliance” meant. Our charge was that in order to be in compliance or making progress towards compliance, you had to continue to improve your program in *some* way, whether it’s administratively, sports-wise, or opportunities.

I just wanted to get a better sense of what that phrase actually stood for. Another thing I wanted to talk about was the role of different campus committees with the process, not necessarily Title IX, but just within the Athletics Department as a whole. Now, the IAB would be the most obvious one of these. Could you discuss how that committee operated and how it was constituted, at least, when you first got here?

Well, really, it was a very good committee, because it was made up of faculty. They enjoyed sports, but they weren’t part of the Athletics Department. One of the real leaders in the IAB was Dr. Chris Exline, our faculty rep, who I was very close with. He and I really set up the foundation and the structure of the Intercollegiate Athletic Board, once we got into it in modern time as to where it was going, and they were terrific. For example, when gender equity started, and we started saying, “Here’s what we have to do,” they were just perplexed.

“That doesn’t make sense.”

So, I used them as a sounding board to the faculty and to the president, and they were very, very helpful, because the tough part was when the gender equity issue became major as to what you were trying to do to improve it. It was always a financial concern, and nobody really understood it, and why you had to do it, if you didn’t have the money. It doesn’t make sense. And that IAB was a great sounding board for intercollegiate athletics.

What I always told Ex, “It’s great to have those people in there, because they really find out how complex athletics is.”

Were there any members of the IAB over the years that were particularly vocal supporters for Title IX, for example, or did that come more through other university committees?

Oh, no, IAB was *the* committee for athletics. It wasn’t a matter of vocal supporters. It was just a matter of common sense that, you know, here’s the mandate, here’s what we’ve got to do, and the way we’ve got to do it. Eric Herzik was part of that deal for a long time, and I just enjoyed our relationship with him, because he was very, very good. In fact, he became chairman of the IAB for several years, and I could name a bunch of them. But it was just good because, you were going through the red tape as you do at most institutions, and now with the federal government involved in this doggone thing, it became deeper, and I needed as many minds from the university campus as we could get, because as we did things and moved things, people would ask, “Why are you building this for women’s sports, and why are you doing this for men’s sports?” So, that was a great sounding board for us.

Who were some of the more active committee members? You mentioned Chris as the faculty rep and then Eric.

Chris was just terrific.

Was he the faculty rep the whole time you were A.D.?

Yes. He and I started together, and he mandated that spot for twenty years and was just great in it, but he was the tool between the president and athletics that would represent both sides of it. Then, the chairman, Eric Herzik, and those people represented it, and it was a mixture of anywhere between thirteen to sixteen people. The IAB was made up of just different faculty members who had sports as an interest.

Did the composition of IAB change over the years, as women became more involved with sports?

We always had women involved with it.

Because there are always women who are sports fans, too.

Yes, it was always good. It was great, and I think every year the chairman would make sure they had so many females involved in the board. You know, the problem with it, Mary, like with any volunteer organization, there were a lot of meetings, and you had to work at these meetings. This committee did a lot of work for us.

And they were responsible, at least partially, for drawing up the five-year plan.

Yes. We would discuss that. They would draw it up. "What do you want to try to do?" So, yes, they were a very active group.

So, did it serve mostly in an advisory capacity?

Yes.

Did they have administrative powers?

No, they were in an advisory capacity to the athletic director.

So, they reported to you?

They reported to Dr. Exline, who reported to the president.

So, that was the role of the faculty representative, to act as liaison between the IAB and the president?

Yes, and the chairman. He would report to the president, also. I put Chris in there. Usually, the faculty reps weren't as involved as Chris was, but I just felt, because he had seen us build the program up from the faculty standpoint and then from an athletic standpoint, that it was important to have both windows opened.

Do you remember other chairs besides Eric, just offhand? Or was that something that rotated?

Frank Baglin was a chair at one time. Oh, the other chemistry professor—a good guy—John Nelson was a chair.

I didn't mean to put you on the spot. I didn't know how often that rotated or anything.

Nelson and Herzik were the chairs the longest.

So, IAB was involved in Title IX issues mainly as a sounding board and getting a sense of faculty impressions of what was going on.

Correct.

How was that related to, or how did that interface with the AAUN?

No. The AAUN is a separate, booster, off-campus organization. Now, that was the money. I mean, that's where we went to generate revenue for our programs. That was the AAUN. That was their sole responsibility, to provide financial support to our athletic programs on the athletic director's recommendations.

I just didn't know if there were any liaisons between the two groups.

Well, the AAUN came and gave reports to the IAB.

Were there other committees on campus besides the IAB?

No. There were, but not that we interacted with.

Were there any that were involved in pushing Title IX?

No. Well, Joe might have had some, but IAB was where it all ended up on campus.

Because I know now there's a committee on the status of women, and I don't know if they existed then.

I don't recall.

I was just trying to get an idea if there was anyone else on campus that might have been trying to promote some of this through arenas other than the IAB.

Again, Mary, there might have been. We didn't meet with them. We didn't deal with them, but it was a foregone conclusion that we were just going to move it forward. Nobody had to say anything.

A lot of that may have happened prior to or long before you became A.D., too.

I don't think much of it happened. Gender equity before I came aboard was just there floating around. [laughter]

We're moving on to women's athletics in general. Over the years that you were A.D., or just while you've been affiliated with UNR, who are some of the outstanding female athletes that you remember or some of the outstanding teams?

My favorite female athlete of all time is Ali McKnight, who we just put in the Hall of Fame two years ago. I watched her from her high school days right on through. Another favorite was Carissa Meyer on the basketball team—just a terrific

athlete. Ali was before Carissa. Ali was track—one of the first female stars.

The exceptional athlete, was Chris Starr, a basketball player in the late 1980s or early 1990s, but there's been a bunch of them. My daughter, Amy Ault, competed on a track team. Track at that time was very strong and very powerful. But there have been some great young ladies come through our program. Oh, another one was a softball player that I thought was just terrific—in fact, we inducted her into the Hall of Fame about three years ago—Kelly Dick. Just dynamite.

Now, when your wife Kathy was in college, was she involved in sports, or have your kids—Lisa, Chris Jr., and Amy—or any of your grandkids been involved in sports?

Now, the grandkids are *all* involved in sports, every one. We've got nine of them. The little guy isn't, but they're all involved in some way. The interesting thing, like when Kath went to school, in those days women just didn't participate. It wasn't the thing to be doing. And even when we came to college here, at that time the Women's Athletic Association was here, but it just wasn't popular. It wasn't something that the young ladies aspired to do. Now, my daughter, Amy, was involved in sports all of her life. All these grandkids are playing something in sports now, and whether it's male or female it doesn't matter. It's the same now, and it's really neat. I mean, it's great to see.

What I enjoyed and found to be very positive for intercollegiate athletics—and nobody ever thought of it much until we really started talking about it—is when gender equity came about, and we were moving forward and pushing it. What it really did for this university was just give much more visual exposure to the University of Nevada and its athletics program.

Now people say, "Ah, gender equity—nobody cares about that." But all of a sudden in our community, talk about our women's basketball program, our championship swimming team, our championship track team, was talk about the Wolf Pack. And what I saw happen is that



Joey Gilbert, Ali McKnight, and Chris Ault at the UNR Hall of Fame dinner reception, Oct. 2006.

the visualization and awareness from moms, in particular, outside of the university to support men's basketball and football was bigger, because they had involvement in the university in the women's side, also.

So, it's interesting. The Governor's Dinner used to be an all-stag affair, and you could see that in my time as A.D., but as time progressed, more and more women wanted to come to the Governor's Dinner. It's a dinner at the governor's mansion; it's our largest fundraiser. Again, I could be off on the years, but it was 1991 or 1992, and I came out as athletic director and said that the Governor's Dinner from this point on will be a mixed audience. So, if the ladies liked to come, and they paid, they were in.

Opened the floodgates?

Oh, I mean, God love the guys, but that network, "Well, you've got to be kidding! That's a tradition." So, we had to fight a little bit of that.

Good God, I just remember the calls I got, "You can't do that. It's tradition! That's always been a male event." And it was. That's how it started. Of all the fundraising events, you thought the world had ended.

I tried to explain to them, "You know what? All of a sudden, if we have the females, we're going to make more money. They work harder than most of you guys." Oh, boy. It was interesting. Those first few years, I made sure my wife came to every one. Kathy enjoyed it, but, again, it was that time to turn the book, and we were going Division I, and all the things that happened that were really positive in the way of gender equity coming to our university. People just didn't realize it at the time.

That was an interesting time because we had people who said, "I'm not coming anymore. I'm not doing it."—they've all come back, they've all had fun, and it's a much better dinner.

But at the time, Mary, it was, "Wait a minute!"

Do you think, too, by that time there were a lot more women in the workforce who would have had their own money to spend on donations and things?

Yes, yes. No question about that, but just as important was the fact that at that time, 1991-1992, the women who were really involved with women's sports programs here at the university wanted to get more involved. And why shouldn't they be able to go to the Governor's Dinner? The money goes into the general budget. Why not? I mean, that's true. You're right.

So, it was a combination of the workforce part, but the other combination, they were just interested in athletics and supporting athletics. And whether it was football or women's tennis, it doesn't matter. It's supporting the University of Nevada. But again, as I look back at my career, and when I write my book and document things—when Anne Hope went down to the Old Gym, nobody really realized what was done there, and that was big. The Governor's Dinner—at the time nobody said a word about it—that was big. And that was when the climate was changing, and there was the realization that we were moving forward, and we needed everybody's help, whether it be a male sport or a female sport. We had to find a way to get it done.

Do you think that having more women participating in sports, too, builds a lot more loyalty to the university on the part of female alums?

I won't say loyalty to the university, because that I don't know. But I will tell you this: I think it brings your male and female counterparts of campus together as a common cause. You look in the weight room during the year, and the men's sports are lifting in there, and one of the female teams are in there. They're just lifting weights. Ten or fifteen years ago, it was different times. So,

what I've seen happen is that the interest within the university population has increased for the sports program in general.

Do you think there's anything else in your time as A.D., like the Governor's Dinner or the renovations to the Old Gym, that may have been overlooked by the general population, but that really made a surprising difference?

Well, I'm sure there were, Mary. Those were pretty major.

Nothing on that scale?

No. Yes, small pockets that you put out the fire, or you start one. [laughter] One of the two. I think, really, when we got into the mid-1990s, the direction of the athletic program was just a cold, hard fact, "Here's where we're going. So, we need you aboard the train. We need your help; we need your money." I mean, that's what we needed. I think at that time, again, in the mid-1990s, football was still winning big. Men's basketball was in and out, but getting ready. The women's sports were OK. They were getting funded very well. They weren't competing as well in all the sports, as you'd like, and all of a sudden, you realize that the women's sports are getting the same pressure as the men's sports are, that if you're going to have them, you've got to win. Find a way to be competitive. So, that transition began to take place in the mid-1990s. I guess that's a major one. At first you were proud to get the sport started, get a coach hired, give them full scholarships, all the scholarships, and go out and play.

Then, all of a sudden, you say, "Well, we aren't winning."

"Now, wait a minute."

So, the reality of it is just as competitive on that side of the arena as in the other side.

Do you think there were big changes in recruiting practices at that point?

Probably big changes in coaches, because you've got to get coaches in that have had the

background to do what you got to get done. So, I think the mentality was still there, but you don't snap your fingers, and, all of a sudden, coaches are supposed to know how to recruit. I mean, that's their livelihood. I think as we grew in the world of college athletics that the philosophy became, "If we're going to have something, let's be good at it." That mentality started to take shape, rather than saying, "Let's just have it."

Were there other things that might have changed recruiting practices, like the million-dollar gifts and having those extra scholarships or the tuition-and-fee waivers? Did that allow you more of an emphasis on out of state, or was that something that was going on already?

No. The million-dollar Wiegand Foundation gift was dedicated to women's basketball, so the other sports benefited, because you didn't have to fund as much there, which was great. And then Dixie's money was just in terms of universal scholarships, a percentage of that, but it still didn't cover all the scholarships. But you generated that much less. It could take care of adding to the functioning budget, so to speak, to the production part of the budget.

Going from the different divisions to the Big West Conference, which was a very good women's conference—if there was another major event, it was that, because it took our women's vision to another level. This is what it's really like, because California has a lot of bodies out there. So, we went to the Big West Conference partly to help all of our sports to identify with a conference, but also to get West Coast exposure. And I think at that time our women's coaches and administrators realized, "We've got to get better athletes in here and compete against these people."

What were some of the really strong women's teams in the Big West at that time?

Fresno State was very, very strong. Santa Barbara basketball was one of the top ten in the country at the time. Long Beach State volleyball was one of the best in the country. UOP

(University of the Pacific) volleyball, where Devin Scruggs, our current coach, came from, was one of the best in the country.

So, some of their women's programs in the Big West were some of the tops in the country, and you got to see the difference. You could see the steady growth of our programs and the steady growth of the coaches, realizing we've got to recruit a different caliber of athlete here. But the exposure to the West was a critical move in the success of our women's programs, because it exposed us to more student-athletes.

Actually, do you think with later conference changes, like with the WAC, did that have any effect one way or the other?

Well, by then we were pretty well established, and the WAC was a step up in the level of competition. By then we understood what we had to do to compete at this level against the different schools—the WAC being the highest level for all of our sports, and everybody realizing, "OK, it's another step up." Again, it was going to require more money, but it was great competition, and, of course, our exposure was better.

Are there any other topics that you want to mention at this point, or do you want to make a concluding statement?

Phew! Boy, Mary, you went through the gamut. Well, my concluding statement is just that when we were named number one in gender in the nation, I mean, what else can you do? That's quite an achievement.

And two years in a row.

Two years in a row. To be honest with you, it was probably earlier than that. I don't think they started to keep track until recently, but I know I used to go out and talk before any of this came out, and tell people that there aren't many schools, if any in the country, that can compete with us in what we've done in gender equity because of the people involved, from the state to Dixie May to the

Wiegand Foundation. It was just terrific. And at that time there was no publicity for it. People just wouldn't write about it. Now it's headline stories. So, I'm proud of that.

I was a coach and an administrator at the time it happened. President Crowley was certainly instrumental, as were all the people who supported it, but the on-campus, day-to-day activity had to be driven by the good people internally in terms of the administration and the coach that we hired and the direction.

Our university is so much better for it, and I think the expectations for our athletic program are now where they should be—you expect to be good and very competitive. I know when Cary took over as the administrator, she didn't have to worry about going and raising money for the women's side. They were fully funded. And the state jumping in with tuition waivers for both our men and women in 2002—that was unheard of. Those are the things that—what I do right now as a coach—when I go into a player's house, I'm proud to sit there and tell him, as a graduate of this university, "We're going to offer you a full-ride scholarship, and part of your scholarship is being paid for by the State of Nevada." That's how they believe in education, and that's big.

So, it's a neat deal, and despite all the trials and tribulations involved in building it, the bottom line is, through the help of an awful lot of people and the direction of some good people moving forward, our program is solid, both men's and women's.

Well, thank you very much.

SUZANNE BACH

Suzanne Bach: I was born and raised in New Orleans. My father was L. Matthew N. Bach. He was born in San Francisco and received his PhD in neurophysiology from U.C. Berkeley, and from there accepted a position at Tulane University. He was recruited from Tulane in 1969 to come to the University of Nevada to start the medical school. He was recruited to come here by George Smith. So, he and George Smith and Richard Licatta were the first three faculty members here at UNR and launched the med school from the very start. So, that's how I ended up in Nevada.

My mom, Margaret Bach, was from Brooklyn, New York, and on a lark after college she decided to go to New Orleans and happened to get a job working in the lab with my dad. I moved here with my parents in 1970. I went to Reno High School and then attended the University of Nevada, receiving my bachelor's degree in speech pathology and audiology in 1980, and then came back about ten years later and completed my master's degree in counseling and educational psychology here in 1994.

Before I graduated from high school I had an internship position with the Social Conservation Service, because I was only in school for half day or so. One of the people there in the office suggested that when I finished high school,

instead of just getting a student-employment job at the university, that I should look into getting a state job, and that's what I did. I took the state exam and actually had a part-time, classified position with the state. So, I started working for the university in the summer of 1970, and I was a full-time student, but a part-time classified staff person here. So, I've been here a long time. [laughter]

I started when I was sixteen here, because I graduated from high school when I was sixteen. I started out working in the Admissions Office at the medical school. Then I had a short-time position with the Health Sciences Department, and then back at the medical school. I was married for a period of time and had moved away, then returned to Reno, and then returned to the university in 1986 and went to work in the Athletics Department, and that's how I ended up working with Chris Ault.

I was never a particularly sports-minded person when I was in school. I didn't go in for the team sports like softball and volleyball, but I was very much involved in equestrian activities. I used to show hunters and jumpers and rode horses for well over twenty years, and showed up and down the West Coast and all over Nevada and California. So, that was my sports obsession,



Suzanne Bach

and I kept that up until I got married in my early twenties.

Mary Larson: Even though you weren't participating in sports, were you aware when you were in school of any differences in sports opportunities between New Orleans and Reno, for example?

Oh, yes, absolutely. When I was growing up in New Orleans, I went to a private school, and my parents traveled a great deal. My dad was involved in a lot of research projects with colleagues from other countries, and we traveled in Europe a lot. We spent extended periods of time there in the summer when he was teaching or working with some other colleagues there. I had a very *broad* childhood. My godparents were European. All of our friends were from other countries. It wasn't unusual to have people living with us who were from Taiwan or from South America.

When I moved to Reno, I honestly met people who'd never been out of Reno, and I had a

very hard time adapting. I still have a hard time adapting, and kids didn't really know what to make of me in school. I had a very thick Southern accent, spoke French fluently. I had done a lot of traveling, and they just couldn't relate, because their world was Reno, and a lot of the kids I went to school with, as I said, had never traveled outside of Reno.

Reno was very small, and, honestly, Reno was very white. New Orleans is a very diverse city. There are people there from all over the world—different cultures, different religions, different ethnicities—and in Reno it wasn't that way, so it was a real culture shock to move here.

So, opportunities all across the board were different here than they had been other places.

Yes. Definitely.

When you started your position with the Athletics Department, what was your title, and what did that involve?

When I started my position there, I had just gotten a divorce. I wasn't sure I was going to stay in Reno, and I was looking for something, I think, with some stability, to kind of get my feet on the ground, and help me decide whether I wanted to stay in Reno or go back to San Francisco where I had been living. I took a job in the clerical field. I was working for the basketball coach and, I think, the other men's non-revenue sports. My desk was located at the far end of the building. Chris Ault was at the opposite end of Lawlor Annex, and it was an odd little building, sort of crescent-shaped, so people sitting at one end couldn't see the people at the other end. So, the building was put up as an afterthought, I think, after they built Lawlor Events Center.

I worked for Sue McKnight. She was the executive secretary there. Dick Trachok had been the athletic director, and he had just retired. Sue McKnight had worked for Dick Trachok for many, many years and knew Chris Ault, but I think when Dick retired, she just didn't feel as comfortable working with Chris Ault in that same

position. So, shortly after I began working there, she retired, and Coach Ault and I had gotten to know one another, kind of crossing paths, with me now working in that department. He asked if I would be interested in stepping into that job, and I definitely was.

So, that happened soon after you got there?

Yes. I started in May of 1986, and I think I stepped into that position some time that fall.

What did your work involve there? What would your average day be like once you were working for Chris Ault?

I had my own responsibilities in financial aid and scholarships for the student-athletes—making sure their fees were paid and making sure that they got their book money and their stipend money, and knowing whether they were in housing or in an apartment, and constantly chasing them around, because they were constantly changing their minds. One minute they'd be in the residence halls, and the next minute they would be in an apartment someplace, and you'd have to get them off of a housing contract and then start up a stipend payment, so they could pay their rent.

We had an assistant athletic director by the name of Pharbus Harper, and his primary responsibility was budget. Pharbus and I worked pretty closely together, because at least a half to a third of the funds that we used to pay for scholarships for athletes came directly from the budget. So, Pharbus and I were constantly meeting and trying to determine how much money I was spending, and if there was going to be money left over that he could move into other areas of the budget to cover other needs.

The other thing that I was very involved with was running all of the searches, and in a program like ours, we're constantly searching for coaching positions, administrative positions, because while we were a Division I school, we were a smaller Division I school, and coaches would use that as a stepping stone. They'd come in, have a

couple years of success, and then move on to a much bigger school. So, we always had coaching positions open and were constantly searching for coaches. At any one time, we could have maybe five, six positions open, depending on what time of year it was. I worked a lot with Affirmative Action and Human Resources to make sure that the searches were going smoothly.

Then a lot of it, too, was managing Ault's day, because he counted on Pharbus Harper and myself to make sure that he got to the places he needed to be during the day. He was still coaching football, as well as being athletic director, so he would come in very early in the morning, about six, six-thirty, and put in a few hours and then go over to football, and then come back for a few hours later in the morning, and then go for afternoon practice. So, he was back and forth all the time, and it was fielding his phone calls, making his appointments, and knowing which ones he definitely needed to be at and which ones could wait for another time.

And all of this before cell phones. [laughter]

Oh, yes. There were no cell phones, and the computers were really kind of hit and miss. This was before e-mail. We did have voice-mail, I think, but it was all pretty hit or miss. [laughter] And even though the rest of the campus may have had voice-mail and e-mail and very up-to-date computers and a lot of computer networking, the Athletics Department didn't have any technical people. Really, in a lot of ways, technically, we operated in the Dark Ages. We had SIS, and that was it. Kind of scary, but we still have SIS. [laughter] There are rumors once again about getting rid of it, but I don't think I'll see it before I retire. Yes, we were not technically savvy, at all, so we had to manage a lot from the pad.

But I was just thinking, as far as keeping track of Chris, you know, and trying to manage his day, that would have been a real trick without being able to be in constant contact.

It was, but you managed to make it work. I think it could be true for everybody in every situation. Because you didn't have cell phones, and you didn't have voice-mail, and you didn't have e-mail, you communicated with one another. You spoke to one another, and you made sure that you told one another where you were going, and where you were going to be, and how you could get ahold of one another. So, we were a lot more communicative with each other then than now, because now you just assume, "Oh, he's not here. I'll find him later on his cell phone."

What was the situation with women's athletics when you first got there?

Women's athletics really was relegated to the non-revenue sports. You had football, basketball, and non-revenue sports, and within the context of non-revenue sports, you had women's athletics. Now, women's athletics did have an identity of its own, and I won't say they weren't taken seriously, because they *were* taken seriously, but they just didn't have a high profile, and they didn't have the funding that, of course, men's football and basketball had. Women's sports were the poor step-sister in athletics. They had nice uniforms, but not great uniforms. They had a good schedule, but they were sleeping, maybe, three or four to a room, versus some of the men's sports that had two to a room. They traveled by bus or private car, rather than by plane or charter bus. So, they just didn't have quite the stature or the profile as men's sports.

And they couldn't get their information into the newspaper, either. We had one sports information director, and that was Paul Stewart. When I started there, he had one assistant, a gal who was a part-time student. I think her name was Danielle. Then he had occasional students floating through his office from journalism, and he had to cover all of the sports. So, when you think about football season, at the same time that we're playing football we also have swimming going on, men's and women's cross-country going on, and women's volleyball playing. So, we have

a number of sports that are going on at the same time as football. There was nobody to cover them, and there was no way that Paul Stewart physically could get to school at six or seven o'clock in the morning and round up all the stat people and get the press box ready on home-game day and get everything ready to go, and then spend all day at the game until the game was over about four or five in the evening, and then spend all night getting stats together to get them to the paper and get them reported, and still make a volleyball game at seven o'clock that night, which was probably going to go on till nine or ten. It just couldn't be done. So, women's sports again took the back seat.

When I started there in 1986, the NCAA had just recently passed a resolution saying that athletic departments had to have a senior woman administrator. That's when Title IX was becoming a much more commonplace topic in conversation, and the power of women's athletics was just beginning to show. Women athletes were beginning to flex their muscles and say, "Hey, wait a minute. We deserve as much as the men do. We deserve as much time and energy and funding as the men's sports do."

In response to that, the NCAA required that all departments have a senior woman administrator to help manage those things. At that time Anne Hope was the women's basketball coach, and then Ault said, "Well, we need a senior woman administrator, and you look like the best candidate for the job, so you have it." And a lot of that was because she was one of the few full-time women's coaches.

Since you took care of a lot of the personnel issues, how many full-time people did you have with the women's sports versus the men's?

We had a full-time women's basketball coach and a full-time women's volleyball coach. Well, I take that back. The women's volleyball coach, Laine Murray, was technically a B contract. She was really not full time, but she did have to do a lot of recruiting and a lot of work with women's volleyball over the summer. She made extra

money to help her out financially by running women's volleyball camps and participating in the big volleyball tournament in Reno in the summer, but she really wasn't on contract for the full year.

But she was full time for nine months?

For the nine months, right. Then, our women's tennis coach, Betty Mantz, was only part time. I forget what else she did. I don't remember if she sold insurance or did something else. John Legarza was our men's golf coach, and he also coached the women. John was a full-time coach, but he spent a lot of time golfing in the summer, too. So, he was kind of in and out. Women's track was coached by the men's track coach, Jack Cook, and he had a parade of assistants that would come through. Usually, one of the assistants would get the responsibility to mostly work with the women's team. I believe swimming had a full-time coach when I got there, Cindy Anderson.

Was that men's and women's?

We've only had women's swimming. We haven't had men's swimming.

That was hard to tell from the records.

Yes. Women's softball was Pat Hixson, and I believe she was part time. I think that's about it. Women's basketball was Anne Hope. Later on, we tended to go to one head coach that managed both men's and women's teams, and then an assistant would be hired to help manage the women's sport, while the head coach pretty much always worked with the men. That's the way it was with tennis. We had a couple of people in between Betty Mantz and Kurt Richter. Kurt Richter was with us the longest. He ran both men's and women's programs, but he always had an assistant that mostly worked with women. Then, finally, it split off, and they actually had two separate coaches for those sports.

Was that a result of Title IX requirements?

Yes, it was. The profile just needed to be raised, and you really needed to have two separate programs.

I know that a lot of the coaches had split appointments with the Athletics Department and the Phys Ed [PE] Department where they were teaching courses.

Yes.

Was that the case with any of these?

No. Occasionally, you might have a coach that would teach the theory of sports or something like that, but by the time I arrived on the scene, coaches were pretty much focused on just their sport. Because our profile was raised so much, it was imperative that coaches really recruit hard for athletes, and they were recruiting all summer long. Also, to raise the profile, they would sponsor camps: baseball camp, football camp, basketball camp. So, there wasn't a whole lot of down time for the coaches in the summertime.

When I say that coaches were playing a lot of golf in the summer, they were on the road with their athletes all throughout the season. You know, you're leaving on a Friday night; you're driving or flying to God knows where; you're playing all day the next day; you're driving back. Then you're looking at film, or you're checking out with the trainer which players are injured, and how you're going to adjust the lineup to accommodate that. Then you're running practices, and you're recruiting, and you're working out plays and strategy for your next game. So, it's non-stop. Once the season ended, and their recruiting had pretty much closed up, they were gone. They would take days off and golf or travel or sleep.

Catch up on everything they didn't get the rest of the season.

Yes. So, there wasn't a lot of time for coaches to do other things, and the more complicated the NCAA rules got, the more vigilant coaches

had to be, and the more they had to worry, "OK, what athlete isn't doing well academically?" and, "Is he in study hall?" and, "Does he need to go to summer school?" So, there were just so many other issues that now came up for them that really weren't so much of an issue when I first started.

Now, as to recruiting, were the women's sports doing much recruiting by the time you got here in 1986?

Oh, yes, they were.

So, pretty aggressively?

Yes, very aggressively. They were bringing athletes to campus. You know, at the beginning, the fact that women's sports didn't have the same high profile as the men's—I don't think it hurt us as much in the early days, because every school in the country was facing the same thing. So, the expectations for a lot of prospective women athletes were about the same, unless you were going to super high-profile schools such as the UCLA's and the USC's, and some of those schools that just had a lot of money and could afford to put a ton of money into all of their programs. But if you weren't being recruited at that level, I think the situation was about the same. The one thing that we had going for us was that we had great facilities.

Because most of them were new at that point.

Yes. Right.

What kinds of scholarships were available for the different women's sports when you first started out? Do you remember numbers or percentages on that?

I don't really remember quite that much detail, but I know that everybody suffered, even football. Stipends were, maybe, two or three hundred dollars a month for everybody, so it wasn't just the women who were suffering from this. Everybody was. Women's volleyball and basketball, for example, were head-count sports, just like men's football and men's basketball. But

one thing we did to save money was to say that, for example, if women's volleyball had twelve scholarships, eight of them had to be in-state students, because it was cheaper to have in-state students than out-of-state students. So, we could accommodate twelve full rides. It's just that eight of them had to be in-state, so that we didn't have to pay out-of-state tuition on them. Tennis was always a very expensive sport, because tennis always had eight scholarships, but they were all international students. They were all full rides, so we had to pay out-of-state tuition on them plus all the international insurance and everything else. They were a small sport, but they could be very expensive.

And all the money for scholarships at this point was pretty much coming from the institution?

Yes. It was coming from the football gate. Our funding for scholarships came from several different sources. One, it came from the institution. We had a grant-in-aid pool that was money that came from the legislature, and it was a pool of non-renewable funds that basically you could not carry forward. If you didn't spend it all in one year, you'd lose it. So, it was a new pool every year, and you had to make sure you spent every dime of it. It was about \$530,000 at the start, and that was the same grant-in-aid pool that the entire university got. Athletics had their own portion of it, and the other portion went to the scholarship office at the university, and that funded tuition and fees for athletes.

Then we had money that came from the state budget, and we had money that came from football gate. A very small portion of the Athletics Department budget—maybe a third—came from state funds, and that pretty much all went to salaries. Then the rest of the money that we had for operating, for filling out whatever scholarship money we needed, for operating for all the sports, that all came from sports revenue. It came from fundraising through the Wolf Club. It came from gate for football.

Unfortunately, as we had talked earlier, in most cases, basketball should be the Athletics

Department's bread and butter. They play so many games. It's a pretty cheap sport to run. You can pack a lot of people into that auditorium. Weather typically isn't a problem—you don't really get snowed out or rained out. Basketball should be your bread and butter. That should be making your money to support all your other sports, and football should be bringing in the extra money for the facilities and better uniforms and better equipment. But in our situation, it was the opposite, and basketball pretty much supported itself. Baseball only stayed around because it supported itself, and football provided the money for all the other sports. So, as much criticism as football got because they got the lion's share of the money, well, they *had* to, because they were the ones bringing in the money.

So, with the scholarships in the women's sports, at that point had they gotten to the stage where they were fully funded for the number of positions allowed by the NCAA for each sport?

Yes. We always made sure that we found a way to fund all of the scholarships that the NCAA said we could have. It's just that we had to restrict them in some cases from having a certain number of out-of-state students versus in-state students, to try to keep the cost down, and it helped when the university or the state allowed us to have waivers. That really saved us budget-wise, because then we could increase the amount in stipends and book awards

We also created an arrangement with the bookstore that we would provide books for all of the student-athletes, but then at the end of the term, the athletes had to turn the books back to us, and we would turn them into the bookstore for the refund. The Athletics Department would use the refund, then, to fund the next year's books.

Do you happen to know at what point women's sports had gotten to be fully funded, as far as the scholarships go?

They were when I was there in 1986. I don't ever recall them not having their full complement

of scholarships. We had to provide that. It wasn't long after I started there—in fact, it was after Jack Cook had retired—that we eliminated men's track because of Title IX, and we replaced it with rifle, because rifle could be counted as either a men's or women's sport. It was an inexpensive sport to run. You didn't have a whole lot of people participating in rifle, so it was an easy sport to have.

Skiing was always on the fringes. It was an unthinkable thing to be in Reno, Nevada, and not have a ski team, because everybody in Reno skis. I mean, how could you *not* have a ski team in Reno, Nevada? [laughter] But the reality of it was that skiing at the NCAA level was a fairly small sport. It was relegated to just a few schools, and we weren't inclined to keep it because of Title IX. But skiing had a very powerful booster organization, and the way Ault saw it was that, as long as the boosters were going to support it, we would keep it, and that had pretty much always been the way it was.

We had scholarships available for our sports that were called type-two scholarships. Those are scholarships that are funded by private donors, private endowments, and they are specific to certain departments, certain majors, certain activities. There were a lot of scholarships for skiing. Donors gave money and said, "This is for students participating in skiing at the NCAA level." So, because they had quite a bit of scholarship money from private endowments, and the boosters were willing to support them, they were allowed to stay.

Now, is skiing one of those that could count as a women's or a men's sport, like rifle?

Yes. Correct. And skiing was an equivalency sport. We were required to report to the NCAA how many full rides we had for men and how many full rides we had for women. This was at the start of the Title IX enforcement. Because we were so thin on the women's side, we could take a look at those numbers. I could give more money to skiing and say, "Hey, I know you have a pile of walk-ons. I need you to give some more scholarships, because we need to bump up the equivalencies." And skiing was always happy

to wait till the end, because they knew they were always going to get scholarship money for somebody, but it was really kind of a balancing act, a lot of smoke and mirrors, trying to get everybody funded. You had to have a certain number of scholarships in order to keep your Division I status and to receive a fair amount of funding from revenue sharing from the NCAA.

Now, you mentioned equivalency sports. Can you explain that a little bit?

There are certain sports where the NCAA says that you're considered a head count sport, meaning you have x-number of people on the team. Whether you give them ten thousand dollars or a dollar, they're considered one. Then you have other sports that are considered equivalency sports, and you have x-number of scholarships for that team that the coaches can divide up any way they want. So, they may have fifteen or eighteen scholarships, and they can give half of those as full rides, and the other half they can portion out and say, "Well, I'll just give you books," and "I'll just give you tuition," or "I'll just give you room and board," or "I'll give you five hundred dollars," and athletes will compete for that.

Now, which sports were considered equivalency sports?

Football, men's and women's basketball, volleyball, women's tennis, and both men's and women's golf were all head-count sports. Then the equivalency sports would have been baseball, rifle, skiing, swimming, track, and softball.

Which women's sports at that point were recruiting more heavily out of state, or which ones had the ability to recruit more out of state because of the scholarships?

None of them did. Women's sports were still at such a low profile that they were very attractive to local talent. You had some athletes who were local. And Reno was kind of a unique place, in a way, in that high-school sports often took up

as much room in the sports section as national sports did—professional sports. So, you had a lot of high-school students who were participating in high-school sports, who were seen as high-school sports stars, and it was just unconscionable to people that they couldn't go on to their hometown university as a college star. That was a disconnect for a lot of people, locally.

Whereas, the university was really trying to dramatically raise its profile and recruit some very high-powered athletes from all over the country, and there were folks in Reno who weren't real happy about that. There were a lot of local high-school stars that were great athletes, and we were fortunate in that we could get the vast majority of them to come here. There were others who really couldn't quite compete at this level or the level that we were hoping to get to. That really wasn't quite the case with women's sports. We were still struggling to compete at a more national level, but it was hard for us to get some of that national talent, and we did recruit heavily locally. So, it wasn't unreasonable when you said to the women's basketball coach or the women's volleyball coach that you have twelve scholarships, and eight of them have to be in state. You could probably easily do that just because of the nature of the stature of women's sports at that time.

What were some of the things that were done to address the visibility of women's sports?

Well, probably the biggest thing that happened was that when Anne Hope took over as the senior woman administrator, she was also the women's basketball coach, and she had a lot on her plate. But one of the biggest things that she wanted to correct was getting women's sports information into the newspaper and into the media, and at that time, coaches were reporting their own stats to the newspaper. So, not only was the coach coaching women's basketball and recruiting, but she was also doing scoring during the game and keeping stats, or she'd get a manager to do it. So, Anne Hope scraped together some money—I think it was only like twelve thousand dollars; it wasn't very much—and hired Angie Taylor to



Anne Hope on the sidelines.

come in part time and work as an assistant sports information director.

Was Angie working specifically with the women's programs at that point?

Yes. She went to work for Paul Stewart, and I remember the arguments with Paul Stewart, "Well, if I'm going to have an assistant, I should have the right to have them do whatever I need them to do," which, in Paul's way of thinking, meant, "Well, they've got to help me with football and basketball and everything else, and we'll get to volleyball later."

And the arguments were always, "No, she is here specifically to do women's sports." So, there was some real tension there, because Paul desperately needed help. He really needed an assistant, and he was given one, but basically told that that person could not help him; that person

was to work for women's sports. So, there was some real tension there, but that was Angie's job, to get women's sports into the paper. And she did. That did happen.

Yes, because there was some time to dedicate to the effort.

Yes. Correct.

Along with visibility is probably the issue of fundraising. How did that change over the years with the women's programs?

Well, there was a lot of tension at the beginning, because Reno is a small town. There are only so many wells you can go to so many times. We were competing with other folks at the university, a lot of times with the same people, such as Dixie May and George Basta, two people I can think of off the top of my head, who were very interested in the university and interested in students and gave a lot of money to the university.

So, there is a lot of territoriality amongst fundraisers about their sources, and Ault was very protective of the boosters and some of the big donors to our program. He did not want anyone stepping on their toes to siphon any money away specifically for women's sports. He believed that fundraising should be done for the Athletics Department as a whole and not specific to women's sports or men's sports, and he would make the decision as to where that money would go. He wanted the money given unconditionally, so that it could be used for whatever needs he felt we had. If there was a building project, then he would go out and personally raise the money for that, and he didn't want anyone in his department siphoning any of that energy off to specific programs. And in a way, I could see it. It would be very difficult, say, if the volleyball coach found a high-dollar donor, to go off and raise her own money for volleyball, and women's tennis can't even buy strings, you know, to string the rackets. It would really cause some tension.

It did cause some tension with men's baseball, because men's baseball had Bill Peccole, and Bill

Peccole and his family gave a tremendous amount of money to the men's baseball program and Bill Peccole Field. There was some tension in the department about that, mostly because baseball didn't bring in a lot of revenue—baseball supported itself—and yet they found this donor to build them a beautiful new facility. So, you saw the jealousy sometimes between the coaches.

You know, the poor tennis coach. He's out there with the tar repairing the cracks in the tennis courts, and they're not even his courts. They're from the Rec Department, and he's having to share them with Tennis 101. And the swim coach is throwing fits, because he can't get in to practice because Swimming 101 is using all the lanes. So, the women's sports are having to not only compete with the men's sports, but they're having to compete with the Rec Department for their facilities and the general student population.

Now, how well do you think that actually worked, that approach to bringing everything into the department?

I think it did work in a paternal sense. I don't think it worked well in a P.R. sense. I think that there was frustration, and there was some animosity amongst the coaches in feeling that they just had to wait to be given what they were given, and not feeling that they could plead their case and get the things that they felt they needed. In the reality, in the bigger picture, not being biased to any one sport, I think it did work. It worked the best that it could. You had to keep feeding the lion of football, or there would be no money brought in for anything else.

So, it was not an optimal situation, and like I said, it did create tension, and it did create some problems. Not being a coach—not ever having a desire to be a coach—and not having participated in college athletics, but participating in a sport that a lot of people didn't participate in, I could be on the outside looking in, and I always believed that coaching was probably one of the worst jobs that anybody could have. I mean, you never had any time to yourself. You were on 24/7, and your job was based on a win-loss record. You kept your

job because you won by fluke, by talent, by sheer determination, by luck. Who knows? If you won, you kept your job, and hey, you might even get a raise. But the hours sucked, and you had to deal with student-athletes often who were prima donnas, and there was always a lot of attitude.

So, you had to deal with coaxing those students, and then you had to get the other students who had the talent and didn't have the attitude and try to get them some attitude, so they could get out on the field and perform. At the bottom line at the end of the day, coaches do what they do, because they are absolutely obsessed with that sport. They love it; they're passionate about it; they're great at it, and it's what they do. And yes, you could get them all in the room, and they could be in there scratching and clawing at each other like a bunch of cats, but at the end of the day, they're going to go out there, and they're going to do their best, because they love what they do. They're not doing it for the money; they're not doing it for the prestige. They're doing it because they passionately love volleyball or swimming or golf or whathaveyou.

And that's why they're all in there scratching at each other, because they're defending their kids.

Right. They're defending their kids, their sport, their territory, and they only want to do better. So, while some people could look at this and go, "Kind of like a bunch of children," on the other hand, if you were really working in that field, you could see why they do what they do. While, yes, there was tension, and there was some frustration about budgeting issues and equipment and facilities, at the end of the day, those coaches are always going to go out and give their best, because that's what they do.

And speaking of coaches, we talked a little bit earlier about recruiting athletes, but what about recruiting coaches for the women's sports? As they gained in visibility, was it easier to recruit?

Yes, it was. Not only as we gained visibility, but as we gained in facilities, it was much easier

to recruit, and recruiting for coaching positions is different than recruiting for faculty positions at the university. Yes, you run an ad, but when you run ads, you get everything from some third assistant at Ohio State, who's looking to move up, to somebody who sends you a résumé on a piece of lined paper, who said that they used to play Little League, and they would make a great coach. [laughter]

You've got all kinds of whack jobs out there, which provided no end of amusement for those of us who were on search committees, but most of the recruiting was done by picking up the phone and making phone calls—coaches calling other coaches, athletic directors calling athletic directors and saying, "Hey, I've got a position here. Who do you have?" and talking.

It was more network based.

Oh, yes. And, you know, Ault calling an A.D. at Montana that he might know, or calling somebody at Washington State or some other school, or someplace in California and saying, "Hey, I see that you have a third assistant on this baseball team or this softball team. We're looking for a head coach. Do you think they're ready to take us on?" And it was a courtesy thing, but it was all networking.

When the candidates came here to look at our program, they would see the facilities, and they would see the football stadium, the basketball arena. They may be a volleyball coach, but we're saying, "Well, this is what we have, and this is what we're building." And we'd show them our facilities and the locker facilities, but then we'd show off the weight room and the training facilities. Well, oftentimes, that's what's going to sell a coach, perhaps more so than a salary, that they can come here, and they can see that they have the support to make the team a reality. If they come, and they see a team that has a pretty poor win-loss record, and they have no facilities, and they have no equipment, and funding is kind of iffy, they don't see that they have a lot to work with. But when they come and see that there's a tremendous amount of facilities, and there is support, and they

may not have the greatest scholarship pool in the world, but they have a reasonable amount of money to work with and a reasonable budget, yes.

So, recruiting for the women's positions by the time you got there wasn't a problem, because most of that was in place?

It was a problem at first, particularly for sports like tennis and golf. Well, golf was still held by one coach, but tennis was a rough one, and track was also kind of iffy. But as the budget got better, and as the decisions were made as coaches retired and new coaches came in, then we were able to put more money into those programs, and as that happened, it got much easier.

Just in speaking about facilities, were you involved at all with scheduling facilities?

No. The athletic director sets the schedule for the bigger sports. I mean, yes, the coaches get involved, and they talk, and they meet with the A.D., and they say, "Well, we can get these games, and these are the people we want to work with."

Then the A.D. will say, "Well, I also want you to work with these schools." So, it should be a collaborative effort. It's not always, but it should be. Then the scheduling of the facilities goes hand in hand with that. Lawlor Events Center was an interesting animal, because Lawlor Events, like athletics, is a self-supporting budget. Lawlor exists if they can pay for themselves. If Lawlor can't make their own budget, then they go away, because the university isn't going to support them any more than it already does. So, they have a very limited amount of support, and it's the same way with college athletics.

So, Lawlor needed us, and we needed them, so it was always a dance to make sure that we could get our scheduled dates, because at the same time we're trying to schedule basketball games, Lawlor is also trying to schedule Neil Diamond concerts and Barbra Streisand and Luciano Pavarotti and all these big names that they can get in, and they're trying to do this in and around a football schedule or a basketball schedule. It can be a nightmare.

And there are often a lot of “knock down, drag outs” with Lawlor, trying to get the practice times in, because it wasn’t just game night. It was getting the facility open so the basketball team could practice.

So, as far as the use of Lawlor, for example, who has priority?

Depends on who you talk to. If you talk to Lawlor, the priority is getting in big-name talent, getting in the biggest gate with the least amount of destruction to the facility. [laughter]

That would be important.

I remember back in the day when Rick Linio was the manager at Lawlor. On a Thursday night and a Friday night, they would have the mud races over there with those big monster trucks, and there would be mud sticking at the ceilings. It would just be all over the place. And you’d have a bunch of drunk people with tattoos and beer bottles. You come to work on Friday morning, and there are Southern Comfort bottles everywhere and people lying out there on the grass from the night before, and police are sweeping them away. Then the next day you’ve got the Seventh-Day Adventists coming in for a four-day jamboree.

Or the Jehovah’s Witnesses.

And this is how small-town Reno was. Part of the deal was that Rick would give the Jehovah’s Witnesses a discount on the facility, if they would come in early and clean it.

Take the mud off the ceilings. [laughter]

So, they would come in. You would see this whole parade—hundreds and hundreds and hundreds of these Jehovah’s Witnesses, these ladies coming in in their cleaning clothes. They’d be out there picking up the Southern Comfort bottles and cleaning the mud off of the seats on the inside of Lawlor and getting it ready for the next day. So, Rick Linio would have his own free

cleaning crew to come in and clean the facility, and he kept the facility rented out for four days straight for the Jehovah’s Witness people. And he’d have the mud bog people in there before, who would buy a lot of concessions. So, it was just a very bizarre arrangement, but Lawlor’s priority was money and getting people in and getting that facility rented every possible day that they could.

The Athletics Department’s idea was that Lawlor existed for them, and that Lawlor needed to keep their calendars open to accommodate the shifting sands of basketball scheduling and basketball practices, so there was always some major discussion about that.

How about timing? Like did men’s basketball get first crack, since it’s a higher-profile sport?

Well, women’s basketball played down in the Old Gym for years. It wasn’t until the last couple of years I was there that women’s basketball was playing at the same facility as men’s basketball, and that women were able to practice at Lawlor as men were. That was a money issue, because we had to pay Lawlor. We basically owned the Old Gym, so we didn’t have to pay anybody to practice or play there, but we had to pay Lawlor.

That was another step up, that the department had to be willing to cough up the money to reserve Lawlor for women’s practice as well as men’s practice, and that women’s and men’s games could be scheduled. We tried to schedule them in tandem, so it could be like a doubleheader. You could come in early for the women’s game and then stay for the men’s game, and it was a way they would give maybe a discount to buy one ticket for both games. So, it was a lot of piggybacking and trying to raise the profile of women’s basketball.

Yes, because it would bring in more people for the women’s games than might have been there otherwise, too.

Yes. And having the tournaments helped, too. Having the WAC tournaments, the Big Sky tournaments, and the Big West tournaments here

really helped, because you would have people coming in for women's as well as men's, and then they would get to know the players, and they'd get to know the coaches. You'd get a bunch of families that came in with their kids, and they'd watch a few women's basketball games and learn the players' names. They'd learn the women's coaches' names, so then they were more inclined to buy a ticket and come to a regular season game. So, it's how you build your fan base.

Now, just back on the scheduling issue, were you aware, at least through discussions in the department, of any ongoing scheduling conflicts—not so much with games, but for facilities like the weight room?

For facilities? There were some scheduling conflicts with the weight room. A lot of the male athletes were either not very keen on having the women in their weight room at all, or they were way *too* keen on having the women in the weight room. So, it just kind of depended on their perspective. The strength coaches, of course, preferred to work with football players and basketball players and, again, didn't really give that much attention to the women athletes. It did even out, and women's sports did have more time in the weight room, and probably equal time in the weight room, and you would see the two in there together.

So, it wouldn't necessarily be blocked out for one sport at a time?

It would, but then they also had free time to go in and lift. For instance, swimming—they were in the pool all the time. The NCAA said that you could only spend a certain number of hours a week in practice. With games and practice you couldn't spend more than twenty hours a week with your sport. The rest of the time, theoretically, had to be in class, unless your sport was practicing, and your sport was a safety issue. So, that's kind of how swimming all around the country would get away with practicing more than the twenty hours a week, because athletes could

go out and practice as much as they wanted on their own. They could go out to the baseball field and have batting practice. Coach couldn't be there. They could go out and throw the ball around. Football could go out. Players could go out and run drills on their own. Coaches couldn't be there, and basketball could have shoot-arounds. They could have pick-up games. Coaches couldn't be in the arena, but the basketball team could go in and practice any time they wanted on their own, outside of the scheduled practice.

That was part of my job in compliance, to go to the arena during the pick-up games and make sure there were no coaches in the arena, and if there were, to chase them out of there, because I'd go in, and there'd be coaches standing there, and they'd say, "Oh, I'm just picking up balls."

"No, you're not. Out!" [laughter] They're just having a pick-up game. I would sit and watch, and I don't know anything about basketball, at least not enough to pressure them one way or another. I mean, I know that when the ball goes into the round thing, that's a good thing, but beyond that I don't know a whole lot. So, I was a pretty safe bet to have in there, because I wasn't going to be giving any information to anybody, since I didn't know what was going on in terms of technical stuff. [laughter]

But for swimming, because of the possibility that someone could hit their head, or someone could drown, the coach could be there, so swimming swam all the time. They were always in the pool. They were always wet. Wrinkled and pruned every time you saw them coming back and forth from class. It's like, "Does your hair *ever* dry out, because you are always in the pool?"

So in that sense, yes, there would be scheduling conflicts in trying to schedule the facilities so that the athletes could really get in there and fairly practice on their own, as well as practice by themselves.

Now, in discussing strength you mentioned that they would be more inclined to work with the football players and the basketball players.

Most of the strength coaches were.

Were the women's sports staffed equivalently to the men by the time you got there?

Yes, they were. We had trainers. Tony Merrick was the head trainer, and we had a couple of other trainers. The two I remember most clearly are Trina Spaulding and Chick? Or Chuck? There were three. Tony Merrick was the head trainer, and we had two assistant trainers. Trina tended to work with the women athletes, but all the trainers worked with the women athletes. Trina tended to travel with the women's athletes more.

If a team went to an away game, did they always have a trainer?

For women's volleyball, women's basketball, and a lot of times, too, for track and maybe for swimming, they had a trainer traveling with them. For the other sports, like tennis and golf, no, they didn't, but they didn't have a male trainer traveling with the men. Skiing didn't. Rifle certainly didn't.

The quote, unquote "minor" sports.

Yes. They didn't have a trainer with them. Football, men's and women's basketball, volleyball, baseball—they always had a trainer with them on the road and at the games.

Softball, not necessarily?

Well, softball was there for about a year, and then they went away.

Yes, by the time you got there, they would have been gone.

Right. And they were just bringing them back when I left. So, my guess is that they've got a trainer going with them now.

That was something that people from some of the early eras had mentioned, that they always ended up having coaches taping their ankles and things like that, because the trainer wasn't allowed to travel with them.

In the early days, yes, because there just wasn't enough, particularly if you had a conflict with a sport. If you had, for example, a football game in the afternoon starting at one o'clock, and then you had a volleyball game that night, you were lucky if you got a student trainer for volleyball, because after football, not only do you have to tape all those guys, you have to untape them, and then you've got all the injuries you've got to deal with. So, God forbid, you're, as a trainer, escorting somebody to the hospital, making sure that they're getting x-rayed. Then those trainers needed to have the reports on those athletes for Sunday morning, because the coaches were going to review film, and they were designing plays for next week's game, to start practice on Monday, so they needed to know what happened to so-and-so's knee.

And what they could do at this point.

Yes. They need to know if that player is in or out, so they know who to put in that play, so they can then gauge how they're going to run their practices the next week, or, if so-and-so is going to be out, how long are they going to be out. And trainers needed to have those reports back as soon as possible. So, trainers were just as sucked up in the whole sport of football and men's basketball both, as the sports information people were and everybody else.

So, the trainers weren't specific to the sports, obviously.

Yes. They were for everybody.

There was a pool of trainers?

Right. In fact, a lot of our trainers worked the rodeo circuit in the summertime, because they didn't have a lot of practicing going on in the summer. You might have a couple of student trainers around for the camps, but the head trainers would many times be off with the rodeo circuit, doing those things as much as they could in the summer to make extra money. [laughter]

And I guess with the whole staffing issue, that brings up the question of academic advisors, all of those people that have been added into the mix now.

Yes.

Did that happen while you were there?

There was always an academic advisor when I was there. It was Laurie Beck, and she was helping to run study halls and advise student-athletes and work with student-athletes. Her position was a part-time position. We had study hall—it wasn't taken very seriously when I first started. A lot of times the coaches were running their own study halls, so some coaches were more serious about it than others, and some athletes were more serious about it than others.

Would this be over in the sports facilities?

It was in the library for a long time, and then we had it in meeting rooms. It was hit or miss. Sports tended to study together. You didn't have this one place. Then, early to mid-1990s, Lynn Bremer gave money for the Bremer Study Center down at the Old Gym, so for the first time we had a computer lab; we had a place for students to come study. We had someone there to make sure the athletes were signing in, that they were studying, and we had someone monitoring their grades. If you didn't have a certain G.P.A., then you were required to be in study hall so many hours a week. Then, with the NCAA becoming more and more diligent about ensuring students' progressing towards graduation, then you had to hire somebody to really more closely monitor what students were doing, making sure that they were enrolled in the right number of classes, making sure that a certain percentage of those classes was going to move them towards graduation, and they were completing a certain percentage of their coursework towards graduation every year. That was the goal.

So, from the very beginning that was for both the men's and the women's athletics?

It was focused on both men's and women's, but, I have to say, the women were typically easier. It was kind of funny, because those of us in administration—we used to have a game. We'd look at an athlete coming in the door, and we could pick what sport they were in. You just knew. The tall, slender, willowy ladies—volleyball. [laughter] The tall ones that were built like—you know, they were much more muscular and much more powerful—well, that's women's basketball. You could talk to some of them, and you'd say, "Oh, yes, that's a tennis player." Or go, "Yes, that's a skier. That's definitely a skier. He doesn't even know what state he's in. That's a skier. He's just looking for the mountain. He has no clue. He doesn't even know he's in Reno."

He knows it's that way.

He knows he's going up. That's all he knows. You know, it's, "Snow, snow?"

And there were some sports that just—I don't know, either by nature of the position they played or the nature of the sport—they tended to be better students than others. And I think, for instance, with baseball you had a lot of games, and you had summer league, so baseball players were highly focused on baseball, because it was available all year round. Volleyball—highly focused on volleyball, because tournaments were available all year round, so there wasn't the down time where they could easily let go of their sport and focus on school. They could get distracted all year round, whereas other sports were pretty seasonal, and it was easy for them to back off a little bit and then focus on school, because there wasn't anything going on in their sport at that particular time of the year, so they were a little easier to work with.

The academics was taken much more seriously by the administration. It was an NCAA mandate. But to the day I left there, there were coaches who would penalize athletes because they had to leave practice early or come a little bit late to class. You would have students who were business majors, and maybe a student was a senior. He'd been with the team. He'd been an "A" player with the team for

four years, five years. This is his last year playing, and he's got a class that he's got to take for his degree that's only offered once a year. Practice goes until four o'clock, and this class starts at three-fifteen, and he has to leave forty-five minutes early to go to class, and that coach would penalize him for it.

So much for the student-athlete concept. [laughter]

Exactly. And the coach would always give the excuse, "Well, you know, we have to have him here."

"Well, you know what this kid can do. It's only a Tuesday-Thursday class. For God's sake, you're practicing every five minutes. I mean, you can't let this kid go Tuesday-Thursday forty-five minutes early to go to his class?"

So, when the student-athlete is faced with, "The draft is coming up. I want to place high in the draft. I need to be out on the field. I'll drop the class, and I'll take it next year," it delays his graduation for a year.

Do you think that's more an issue with the men's sports, since they are looking to being recruited for the professional leagues?

Yes.

And there aren't as many professional opportunities for women.

Yes. Absolutely. And coaches would deny it, but I would see it. When you get down to athletes needing to graduate on time, this is a big thing, and it comes down to the student versus the athlete, and what do you want more? Hands down, the athlete's going to take it every time, and that's why we would have so many athletes who would have to come back so many years later to take that one class, those extra two classes.

Just that one thing to finish up.

Yes, exactly. It was frustrating. It was very frustrating to me, and I used to do the exit interviews for all the student-athletes every year. It was frustrating to a lot of them, things that they

would not ever tell their coaches, that they were very angry about, "I want to finish my degree. I want to be able to graduate and go on to the draft or go on with my life, and now I have to delay it, because I had to drop this class. Now I have to wait another year to take it." I understand their frustration.

With those exit interviews, were there things that you were consistently hearing from the female athletes that were different?

Yes, that they weren't treated as well as the men. It was interesting. I heard it more in my later years there than I did in the early years, and I think because the expectations were so much higher.

They were probably being treated much better in the later years than they had been earlier.

In the beginning years, yes, women athletes didn't have the expectation. They were just happy to play. They were just happy to be there and happy to have a UNR shirt on.

And that was the emphasis; they were happy to play.

Yes, "Wahoo! I'm an athlete!" They were having a great time, and they were just happy to be there. The longer they were there, and the more they saw what the men were getting that they weren't getting, the more high-profile women's sports became, the more women realized the disparity between the two of them, and the more women were frustrated in that they didn't feel that they had the same that the men had.

And getting back to travel support, that would be probably a main case. You mentioned that, at least when you first got here, there might be three or four women staying in a room. How did that change over the years while you were here?

As there was more money available for travel, then they could stay in better facilities, and they had more money for meals. In other words, they could eat in a real restaurant, instead of having to stop at

McDonald's or Arby's, and they were able to fly or have charter buses, rather than scrounging around, "Who's got gas money? Who can borrow Mom's car for the weekend?" You know, we could pile five kids down there to go play volleyball somewhere. So, yes, and the travel schedule was better. The schools were much more high-profile schools, so there was more hype around the game in and of itself.

I guess that's something else to discuss, too, the quality of the schools that the different teams were playing. With the women's teams, how did that evolve over time?

You had to play the schools that were in your conference. So, if you were in the Big Sky Conference or the Big West Conference, you were all playing the same schools, so it was the same for everybody, for men and women. But then there were the other non-conference games that you had, and some of those it would depend on the team. You know, if you're building a team, you wouldn't want to go out and play a high-powered school. You're scheduling the smaller schools, but then that means that there's less hype about the game, and facilities are usually lesser. You're going to smaller towns. There's probably not a Ramada Inn there. You're probably staying at a Quality Inn or a Motel Six or something like that. So, it would depend on where the team might be in a building phase. And then budget also impacted on what they could afford.

So, how was women's traveling by the time you left?

By the time I left, it was much closer to being on a par with the men's. I would say it was pretty well evened out.

And that probably had a lot to do with the particular sports. Well, they were all non-revenue sports, but some less than others, I suspect.

Right. Yes. With men's and women's tennis, it's always going to be a smaller production, because they don't have the numbers on the squad that volleyball and women's basketball

have. They also don't drag along the trainers and all the equipment people and everything else, because when you've got a football team going on the road, you've got three to four trainers plus almost every assistant trainer that you can stretch to get onto the plane. You've got the equipment managers; you've got the strength coach; you've got all the assistant coaches, plus all the managers, plus all the sports information people, and then every other hanger-on and wannabe that's on the face of the earth that wants to try to crawl into every available space on the plane. So, it's a huge production to take on the road. And men's basketball is pretty big, too. Even though you only have a few players, there's just all of this other support personnel that goes along with them.

With women's basketball, not so much?

Not so much. It's just the profile of the sport. You don't need five stat people on women's basketball, because you're just not going to get that much into the paper about it. You're not a Yukon, you know. So, it's unfortunate.

Now, talking about discrepancies and so on, were there, at least in the personnel end, really major discrepancies? We talked about the full-time versus part-time issues with the women's coaches. Were there big discrepancies in salaries or benefits beyond the FTE issue?

Oh, yes. Well, the benefits would be the same, because it was a state position, so everybody got the same sick leave and annual leave and insurance.

So they would have been at least .53 FTE, so they could get bennies?

Oh, yes. But salary-wise, there was always a discrepancy. The men's basketball coach always made more, and, in fact, still does. I would bet, if you looked in the paper, and you saw the astronomical salary that they're paying our men's basketball coach now, the women's basketball

coach probably isn't even close. So, yes, there were salary discrepancies.

Now, for sports like men's and women's tennis, the men's coach, Kurt Richter, had been here for a number of years, so his salary had gone up incrementally over the years because of merit increases and cost of living, whereas a new women's tennis coach or a new men's tennis coach would come in at a much lower salary, and there would be the discrepancy mostly because of the seniority of the other coaches.

That's just a seniority issue.

Right. And with golf, John Legarza had been there for a long, long time. He and Jack Cook had been there for many, many years. When John Legarza finally retired, we hired Tom Duncan, who was one of the owners of a local course, was a course designer and a very well-known golf professional. I won't say he wasn't a full-time coach with us, but he still had his business responsibilities with the course that he owned.

He had a day job.

Yes, he had a day job. Now, he was there for most days. He coached the athletes a lot. We had to watch Tom. Tom wasn't a dishonest coach by any means. I need to say that right up front. Tom was probably one of the nicest and most honest people that I've ever worked with and had a tremendous amount of integrity, but he didn't come up professionally as a college coach. He was a golf professional.

So it's a different system.

It's a different system, and Tom's attitude was, "Well, I'm a part owner at this course. Why don't you just take them out there and play the course? I know the course, and I know how to set up their shots so that I can practice different things that are going to be more difficult for them. And it's going to save my budget, because I don't have to pay for them to go out there."

"No, Tom, that's against NCAA rules."
[laughter]

Afraid you can't do that.

So, we had to watch Tom, because things that would seem logical to him and would help the sport, we had to say, "No, no, no, Tom. Can't do that." [laughter]

"What do you mean I have to pay for having my athletes play on a course? I mean, I can get them on my course free."

"You can't do that, Tom."

So, it was an education process for him, and we had to look out ahead for him, so that we could make sure that he didn't do something inadvertently—in all innocence—to try to save money for his team's budget. "And because, you know, while they're out there practicing, I can be getting some business done."

"No, no, Tom. Can't do that. Can't do that."

So, there was sometimes a little bit of babysitting going on with some of the coaches, and we had that with the first women's golf coach. Tom did coach both men and women, and then we got a women's coach. I can see his face. I can't think of his name. He was a caddy for Patty Sheehan for many years, a "good old boy," who knew everything there was to know about golf, but, like Tom, didn't know anything about NCAA's rules, didn't know anything about really coaching women athletes, so we had to really watch him, as well. We had to educate these guys when they came in. We couldn't just give them carte blanche and say, "Here you go. Go coach."

Because, well, they came up through a completely different system; they were socialized differently, if you will. [laughter]

Yes.

Now, was it harder to attract coaches for some women's sports than for others?

Yes, for golf and tennis and skiing. We were pretty much focusing on local talent, because we

had a lot of local talent. With skiing, every resort has their own ski team and their own club, so, because skiing is an NCAA sport, but not quite so prevalent across the country, the coaches we were getting might have been on a national level, but they were on the club circuit with different resorts. We weren't getting Olympic-quality coaches. We weren't getting World-Cup-quality coaches. We were getting the coach from Squaw Valley or the coach from Northstar, who was looking for more of a full-time job than what they had, because they were coaching in the winter and doing construction in the summer, because club sports at the ski resorts were not full-time jobs. In fact, our ski coach, Arnie, the guy we have right now, Tom Arnstein, as I remember, he was a soccer coach in the summer and a ski coach in the winter for one of the resorts. He might still be, for all that I know. [laughter] I don't know.

Golf was the same way. We had a lot of very good golf professionals here locally. We couldn't really afford to spend a whole lot of money on a golf coach, so we were not recruiting nationally for golf coaches. We were really looking at local talent for golf coaches and getting very good local talent. The women's coach that we hired when Tom Duncan was here was living in Arizona. I think that's the first time we ever hired a golf coach that wasn't living in the area, but the only reason we got him was because of Patty Sheehan.

Tennis, the same way. It was interesting, because we would have international tennis players, who would play tennis with us and stay after their eligibility was done and go to work for local clubs and end up coming back to us as coaches. So, we recruited locally for tennis, as well.

Yes, because tennis and golf and skiing are odd in that you'll have in-house pros at all these places.

Yes. And it was easier to get coaches that were in-house pros, because we were playing so much locally. They knew the game. The problem with them was teaching them how to recruit and teaching them the NCAA rules, so it was like herding cats when we had those coaches. God help us if they were all new at the same time, because

we were all running around trying to make sure they didn't violate any NCAA rules inadvertently, because they didn't know anything about them.

You mentioned that people would do various things during the off season to make money, and that one of the things folks did was camps. Now, were there NCAA regulations, or are there now, regarding camps at universities for individuals versus team sports? Someone had mentioned that that was an issue.

Yes. You could not have individual coaching, but you could have camps for teams. So, it's kind of hard to miss the summer football camps, because there's a parade of thousands out there on the campus, all in different uniforms.

How many actually show up for that?

There are several thousand.

It's just astonishing. It's like the monarchs coming back. [laughter]

I know. And God forbid you should try to get through them with a car to get from one end of the parking lot to the other.

Schools would come in, and the coaches would come with their athletes, so the coaches are actually in the camp themselves, and they're learning from the college coaching staff. It's as much of a learning experience for the high school coaches as it is for the athletes.

Coaches like the camps, because you can actually begin doing a little recruiting. You cannot talk to these athletes, but you're observing, and you're noting local talent, and it would be foolhardy to assume that people are not paying attention to local talent that might be showing up in those summer camps.

Are there a fair number of women's camps, or more now than there were?

More now than there used to be, again, because of the popularity of women's sports

in college. It's just like the chicken-and-egg situation, because as women's sports gained prominence in the media, as they gained stature on college campuses, as they became more equitable in terms of funding and profile and recruiting, more and more women wanted to play those sports. As more women want to play, there are more opportunities to have these young women come to campus for summer camps.

Volleyball camp has been very popular, because volleyball has always been a popular sport in high schools all over the country, particularly on the West Coast and in California, where they play a lot of beach volleyball. So, we've always had volleyball camps, but now the women's basketball camps are becoming more popular. I don't know if softball has camps, but it wouldn't surprise me if they had them in the future.

Are most of the teams coming in local or the luck of the draw?

Yes. They're all West Coast. You get teams locally here in Nevada, but then you get them from all over California.

I just wondered if that was helping the feeder system.

Yes, it does.

That's something that others have remarked on, that depending on what you had at the high school level, especially when Title IX was getting started, and just before it had completely revved up, you really had trouble recruiting, because not all schools would even have women's teams in a lot of these sports.

Exactly. So, we have the facilities, and, of course, when the students come here, they look at the facilities, and they meet the coaches and some of the athletes who have expended their eligibility and are now assisting with the camps, and there's a comfort level there. There's a familiarity there, and that helps us with recruiting.

As Ault's executive assistant and then later just focusing on compliance, you would have had a lot of issues and a lot of paperwork to deal with for both NCAA compliance and Title IX. Could you discuss the processes that were involved with that?

There's a lot of reporting. The most important document that we had was called "the squad list," and a squad list was shifting sands all the time. You started out a squad list at the beginning of the year, and it listed every student-athlete that you had on your team. You could only list athletes that were deemed eligible academically, and deemed eligible by the number of seasons they had left to play. So, you'd have to record the athlete, when they started, when they started at your school, how many seasons were used, how many seasons were left, what sport they were in, and there was a separate sheet for each sport. How much money were they getting from the school? How much money was coming in from an outside source, and whether it was academic money or private scholarship money? Then you would want to take a look at whether it was a headcount sport, and did that count as one, or whether that student would be exempt from being counted because they were a non-recruited athlete—they were just a walk-on. Football could have over a hundred people on the team, but only eighty-five could be recruited athletes receiving money.

So, a lot of the numbers actually had to do with whether people were recruited or were walk-ons?

Correct. The walk-ons don't get any money. Now, a walk-on might eventually earn a scholarship, and then they would be counted in that headcount number. But you could have, and we would have, lots and lots of students who would walk on for football. They wouldn't make it past double days. A lot of these guys come out of high school, "Yes, I'm going to play for UNR. I'm going to walk on. I'm going to play." And they're gone in three days, because the amount of work and the level at which they have to practice is just far beyond anything that they have ever experienced, and they wash out very quickly.

So, with any of the sports, you've got the initial squad list, but that can include everybody who walked on?

Everybody that signed up, everybody that was recruited, everybody that had signed a contract to come here, everyone that was deemed eligible. Then, also, on that squad list you might have the medical exceptions, people who last season had a severe injury.

So, they have another year of eligibility.

Right. Or they're still waiting to see whether they're going to be able to play, and at some point during that year, they may be deemed by their physician a permanent medical exception. So, you're always going to be listed on the list, but you're a medical. You're not going to count towards the headcount number, because you can never play again, yet we have to honor your contract for the next however many years you would have left of eligibility.

Then you would have to list the amount of 100 percent full ride. If you paid every athlete at 100 percent of what a full ride would be, then the amount of money they're getting equals what percentage. That's your FGE, your full grant equivalent. You'd have to make sure that you didn't exceed NCAA limits with FGE or didn't exceed NCAA limits with a headcount sport.

As athletes quit or are removed from the team or become ineligible for whatever reason, you have to go back and adjust the squad list. The squad list is sent on a regular basis to the conference office. You have to have a signed squad list in place prior to the first game of the season, because, in essence, that's a declaration to the conference and the NCAA who is going to play, and you have to turn over those documents. Now, it's perfectly understood that those things are going to change throughout the year, and they can change several times in a day. [laughter] So, just managing the squad list can be a full-time job. Periodically, those are sent to the conference office and then ultimately to the NCAA.

So, those are used for NCAA compliance. Are those counts used for Title IX, or are they done separately?

No, they're done and used for everything. They're used for Title IX, and they're used for revenue sharing, because they're looking at how much money you're spending on the sport. So, that's the basis of everything that we do.

With Title IX counts, would you use the end of the season squad list rather than the beginning?

Yes.

And for that, would walk-ons get counted if they were on the team at the end of the season, even if they weren't getting money?

No. You only count athletes receiving money. The information going to the conference for Title IX would come at the end of the season. That was done when all the dust had cleared, and you would look at exactly how much money you put into that sport during the year: what you spent on travel, what you spent on equipment, what you spent on recruiting, what you spent on scholarships, how many students were on the team. But you had to wait till the end of the season and tally everything up. Then, for the university, you had to do it, as well, because the university was giving you waivers based on the number of full grant equivalencies that you had, and you could really only have those numbers at the end of the season—the end of the year.

If you had tennis, and you had, say, eight scholarships for tennis, and you had four other walk-ons, even if they were all women, you couldn't count them?

No, because you're looking at full grant equivalencies.

So, it all just has to do with who was funded as opposed to who was playing.

Right. Not only did they look at headcount sports, and did you have a full complement of athletes, but they also would look at full grant

equivalencies. How many dollars did you put towards those? What was the equivalent of a full ride at your school? And as counting for one head in that sport, how much did that student get? So, they're looking at the number of athletes plus the number of dollars both.

Then you had lots of reporting to the NCAA to maintain your Division I status. How many seats does your stadium hold? How many seats does your basketball arena hold? How many games had you scheduled? How many bowl games were you in? All of that had to be reported to the NCAA to maintain your Division I status, and, again, for revenue sharing at the end of the year.

Now, how did that change when you went from Division I-AA to I-A?

It required that we go out and add to the stadium and count seats. We've got to have x-number of seats. So, yes, it was definitely a big step up.

And you were trying to do the whole shift with the division at the same time you were trying to really get a handle on the Title IX requirements.

Correct. Moving up in a division, you need to have a certain number of sports, and you need to add sports. We knew that we needed to add women's sports. It was just a very expensive thing to do, because it wasn't just adding a sport. You had to pay the coach, and you had to get the equipment. You had to recruit the athletes; you had to have a facility for them to play, and you had to have equipment for them to play with. So, adding sports was very expensive.

Did losing softball throw off the Title IX percentages?

Well, we lost softball long before Title IX came around.

Was that 1988?

Yes. Title IX was just kind of a rumbling at that point, really. Schools weren't having their

feet held to the fire with Title IX. So, when Ault came in, and he was looking to improve facilities and improve the situation, softball was not a draw. You had a lot of people on the team; it was an expensive sport to have. So, when they decided to do away with the sport, they brought in something else like rifle, which was less expensive to manage and could be counted either way. That kind of thing wouldn't happen today because of Title IX.

And that was the Reagan era, too, and that administration seems to have had a very different view of Title IX.

Yes, women, period, much less Title IX. So, while we lost softball, it was a few years later that we ultimately lost men's track.

You were around for that. Can you talk a little bit about that, because I know that was very contentious?

Yes. It was very contentious, because, again, you had a lot of local talent participating in men's track, and to get rid of men's track really just incensed everybody. It would be like getting rid of football. "How could you do that?"

The response was, "Nobody cared about women's track. Nobody cares. Why don't you get rid of women's track?"

"No. We're getting rid of men's track, because we got rid of softball. And we have to bring our numbers up, and this is the only way we can do it."

Was that about 1992?

Yes, early 1990's sometime. So, yes, it was very contentious, and it went on for several years. I'm sure there are people out there still grumbling about it, but it's now pretty much accepted that we just have women's track. In a lot of people's memory that's all we've ever had, women's track, because it's been quite a few years now.

And track and cross-country are counted separately?

Yes. There's indoor track, outdoor track, and women's cross-country, so there's actually three sports within that. The idea of the men's coach at the time, Curt Kraft, was that to get the numbers up for gender equity for Title IX, he could recruit lots of decent talent, and because it was an equivalency sport, he could just give them shoes. He could give them a hundred bucks for books, and they would still count as an equivalency, and he could have this huge women's track team that would equate to the number of guys on the football team. Ault didn't really see it that way. [laughter] But that was kind of his idea. And track is expensive. You have a lot of people in track, and you've got a lot of tennis shoes to buy.

So, track and cross-country is not something that can be counted as either men's or women's, the way rifle or skiing is counted?

No. It's all women's or all men's, and two entirely separate sports.

Like basketball?

Right, but three separate sports within one umbrella, so it's indoor, outdoor, and cross-country.

Now, I'm guessing there's a lot of overlap with those folks, so do those people get counted separately for each of the three?

Yes. Now, most of the women's cross-country team, virtually all of them, also compete in track, but not all of the women's track people compete in cross-country, because you have the shot put, the discus, the hammer.

They're not all runners.

They're not all runners, and you've got the high-jumpers and the pole-vaulters and all of that, so they don't run. They're not out there in the cross-country season, but they are in indoor and outdoor track. We are one of the few schools that has an indoor track, so we would have the

advantage of having a lot of students come to us as transfer students who've never done indoor track, because it wasn't available at their school, so they would have extra seasons of eligibility with us.

Are there other sports where you get cross-overs like you used to in the old days, where you might have one person who would count in a number of sports, or would it mainly just be track and cross-country, because people are so specialized now?

When we had men's track, you would have some skiers who would participate in track. We had a couple of fools that played basketball that thought they could play football, and vice versa, which was really interesting. Actually, we did have a couple of football players who did play basketball and did pretty well in basketball. They were in both sports in high school, and if they were able to, they would play both sports. We may have had a couple of baseball players who were playing other sports, but mostly students were pretty well specialized.

I just remember some of the people I talked to who said that in the 1970s, with the women's teams, almost everybody played volleyball, basketball, and softball, but now you just don't get that.

No. You don't because of the training involved and the recruiting involved and the practice.

And probably the length of time that you're training specifically for one sport.

Yes. Students would cross over and participate in more than one sport if it benefited their main sport. For instance, a skier might want to run track, because it kept them in shape for more of the season, and they would be a better skier. But if it didn't benefit them personally in their primary sport, they wouldn't do it.

There's not too much of that anymore.

No. You know, we do see it. You see it in skiing, still, with women skiers who participate

in cross-country, because it's a great way to get in shape for skiing, and they're pretty good athletes. If they can hang with the recruited athletes, and they can compete, yes, and their money only counts in one sport. So, if they're a skier, and they're getting a scholarship in skiing, they'll be on the squad list for women's cross-country or women's track, but their money is only going to count in skiing.

But they'll count in the headcount.

They'll count as a body on the women's track team, but their money counts for skiing.

So, since they are getting scholarship money from somewhere, they would show up in the headcount?

Yes, they would.

So, they don't have to necessarily be getting money for that particular sport in order to be counted?

No, that's right.

Thank you. That helps sort out some of this. I realize that NCAA regulations changed all the time, too, and that was a long battle. Besides the squad lists, what other types of paperwork or reports did you have to do, and how many people did it take to do all that, or was that you?

I just did the squad list. That was just me. I would have to meet with the coaches to find out how many seasons the athlete used. If the athlete was coming in as a transfer student, there was a transfer document. The coach would come to me and say, "I want to recruit this transfer athlete."

I would have to send a document to the other school asking permission to recruit that athlete, and then they would have to report back on how many seasons they'd used. We'd have to get documents from them, and I would go back and use those documents to complete the squad list. I would also meet with the sports information director and look at the stats every year to see who played and who didn't play, because the coach might say, "Oh, this person didn't play."

"Yes, they did."

And yet there are stats.

So, I would get information from the coaches, but then I would have to confirm it with sports information for the stats, or I'd have to go back to transfer documents to see what the student brought in. So, there was a lot of supporting paperwork out there. Then, again, there was a document that we had to submit every year to affirm our Division I status, and then the documents for revenue sharing.

There were a lot of other ones, too, that weren't things that I always did. As I recall, there was one concerning the schedule, and who was playing who, and how much money was exchanging hands for these games. That had to be reported, as well. I know the budget office had documents that they had to submit. There were various ones that sometimes would come through, and then you'd never see them again. You know, the NCAA decided, "Oh, that wasn't a good document," and then they would get rid of it, and God knows what other form it would rear its ugly head in.

How about Title IX? Was it mainly squad lists and budget?

Yes.

Did you have to have five-year plans for Title IX?

Yes, we did. Mostly that was the athletic director's creation, but you weren't swallowed up in paperwork for the NCAA or the conference at that level. You had to maintain a lot of documents on the campus level.

So, it wasn't the reports that would kill you; it was the background documentation you needed.
[laughter]

That you had to have, right. Every student-athlete that was getting money had to sign a contract, so there was a financial aid agreement for each student-athlete who competed and

was getting money from us. You had to mail out renewal letters or cancellation letters before July 1 of every year, and where you would have problems is when you'd have a coach that would neglect to tell the athlete that they're not coming back next year.

I wouldn't always know about that. I would try to meet with the coaches and say, "OK, who's getting a renewal, and what are they getting, and who is not coming back?" I would look at the ones that weren't coming back and say, "Well, you have met with the student, right?"

"Oh, yes, yes. They know they're not coming back. I've talked with them."

Then, invariably, you've got an appeal out there, because the student says, "Well, wait a minute. This is the first I've heard of it."

Then you meet with the coach and say, "OK, where are the letters that you sent the athlete all year long telling them that they're not up to par?"

Got to have something in writing.

Yes. "Where is your log with the phone calls that you've made? Tell me where are the notes in the file? Do you have anything out there?" And if you can't produce it, you might be forced to keep that athlete for another year, because you haven't really appropriately notified them. You don't have somebody here that you've recruited as a freshman and then two years later just say, "Oh, sorry. Bye-bye." You just don't do that.

Not fair.

Not fair.

In talking about Title IX, how do you think the implications overall were accepted on campus?

I think the perception of athletics on this campus was that they Ault was Joe Crowley's fair-haired boy. Crowley was president of the NCAA, so he was clearly an athletic-minded president. Athletics got a big, old, fat pile of money, and the campus didn't get any. They're just up there playing a game. The rest of us are doing more serious work.

So, it was not a real positive amount of support always from the faculty, from the academic side of the house. As far as Title IX went, I think most of the faculty would say, "Oh, yes, that's definitely a good thing," and they were very supportive of it. Of course, those comments were always prefaced by the fact of, "Why do we have college athletics anyway? What a waste of time. But if you're going to have it, yes, there should be parity." So, yes, it was supported.

What about in the community? Were there problems with boosters?

Yes, there were. The boosters organization was pretty much all men, and when you went to any of the Athletics Department functions, it was a stag event, you know, like the Governor's Dinner.

This is the Wolf Club.

Yes. It was all guys. You didn't have a lot of women participating. So you would talk to the men about Title IX, the boosters, and they'd say, "Yes, right. Whatever." [laughter] Yes, it was usually the comment. It was just sort of passed off, and no one really took it very seriously. When sports began to be dropped and funding began to be shifted around, yes, you saw some tension.

Speaking of the Wolf Club, when did they start admitting women members?

They always were open to admitting women members, but they never made it comfortable for women to belong to the organization. It was solely a men's group, and most women are not going to want to be part of that. I want to say it was probably in the early 1990s when they made a concerted effort to go out and invite women to be on the board. Once women were on the board, then more women began participating in the organization.

When did some of the things change from their earlier stag events like the Governor's Dinner?

That was right about the same time, the late 1980s, early 1990s. Well, it came about when we had more women boosters: Dixie May, Lynn Bremer, folks like that, who wanted to attend these big events. Well, Dixie May probably would feel comfortable going to a stag event. It wouldn't bother her a bit, but other women probably would not.

So, the Wolf Club made more of an effort to invite ladies to these things. Also, I think it helped because we had now marketing and promotions directors, who were both women, and before, we never had somebody for marketing. We never had somebody for promotions. It was always done just within the Wolf Club, and we often outsourced a lot of that.

For years we went through Rose/Glenn, and they did all of our marketing and all of our promotions. We paid them a considerable amount of money every year for them to promote our functions and our events and help us plan a lot of our events. Ault just realized that for all the money we were spending for Rose/Glenn, we could hire somebody and do it in-house in a lot less expensive fashion. That's what we did.

Jane McVeigh was our first promotions person, and then we had Leslie Gardner, who was hired to come in and put on all of our events. She was our events planner, and it was cheaper to have her do it.

Were there any specifically women's events that came about through this, or was it more Pack PAWS, once they got started?

It was more Pack PAWS. We started off with something similar to the women's event, and I honestly don't remember the name of it. It came up right about the time I was leaving, and it was similar to the Governor's Dinner in that they would bring in a very high-profile women's athlete for dinner. I think there were a couple of other events that they started in order to promote women's sports.

Could you talk a little bit about the impact that Pack PAWS had?

I don't really know much about the impact. From my perspective, they had very little impact. They didn't bring in very much money. They were a voice, but a very small voice, and in those early days, even though there were some heavy-hitters in that group, they didn't carry much weight, because they weren't giving any money to the program. So, if they didn't have the dollars behind them, screaming at Ault about needing to do x, y, and z for women's sports really wasn't going to make much of a difference.

I think Ault saw them as, "It's a nice little organization, and they're kind of helping the women out, and that's fine. But I want to see what they're doing, and I want to see how much money is involved here. And they better not do anything to screw up the traditional events that we have for the department. Basically, if they can come in and do something positive and not cause me any grief, then that's fine."

The Wolf Club had been focused towards men for so many years.

Yes. And Pack PAWS was around a very long time, but it took them a long time to gain any foothold.

The fact that the Wolf Club fundraising and is for both men and women now—do you think that has to do with the fact that Pack PAWS exists and kind of pushed towards them?

Yes, because I think a lot of the people that are members of Pack PAWS are also members of the University Club. They may be participating in Pack PAWS, but they're probably giving their money through the University Club, and they're participating in all those events.

Then the last thing I have questions on has to do with the three big, million-dollar sums of money that came in for women's sports all about the same time, with Dixie May first, and then, I think, Wiegand, and then the state legislature.

The only one I really know about is Dixie May. I do remember there was some contention about that, because Ault was not happy that she was giving money specifically to women's sports. Again, that was money that he felt should come in and be disbursed across the board to the department.

And this was something that she had decided, though, rather than that she had been requested to do by someone else?

Not really. There was a request, and then Dixie was happy to comply, but Dixie was more interested in giving money specifically to women's sports, and Ault didn't like that. He felt that that money needed to come to the department and he would make the decision about how much of that women's sports would get. So, he didn't like an outsider telling him, "This is how you're going to spend the money."

But it was the Athletics Department that had approached Dixie May?

It was somebody within the Athletics Department, who was involved in women's sports who had approached her. It was not Ault, and it was not the Wolf Club, or the University Club that they had ultimately changed the name to. They were not the ones that approached Dixie May.

I was trying to get a sense of that.

Yes. It was somebody else who was working with Dixie May, who was in the department who cultivated that gift, who got that money, and that was the point of contention. That's when Ault said, "Nobody will go out and solicit funds from this department unless it goes through the Wolf Club. You will not go out on your own. You will not go out and do this."

And the feeling was, "What difference does it make, if we can go out and get our own money?"

"No, the money that comes to the department should come to the department, and I make the

decision as to how much everybody gets. You don't go out and get your own."

So, that was a real point of contention. Lynn Bremer came in right around the same time, and that was a problem, as well. Also, I think it was Lynn Bremer who gave money for women's golf scholarships, which threw a spanner into those works, too.

Ault was not thrilled with this big pile of money going to women's golf, because he didn't feel they needed it. He thought, "No, that, then, puts women's golf up above men's golf, and then I have to come up with more money to fix men's golf." It's not that he was trying to keep people down, but he was trying to keep everybody on the same playing field. When somebody goes out and raises money and raises their profile dramatically, it creates a lot of problems with the other sports. So, that way, with the money going to the department, he could raise everybody up a bit, instead of one sport so much higher than the other.

A rising tide floats all boats.

Yes. So, yes, it was a bit contentious there for a while.

But there weren't really problems with donors who, on their own, had decided to support a team—like Bill Peccole, for example? I was just thinking, with the ski team, for example, they had donors that were already supporting the ski team.

Yes, but they had had that forever, and they came into the department with that, so skiing wouldn't exist without that.

Because it had been a club sport before, hadn't it?

Right. So, that really didn't seem to be too much of a problem. Baseball—I think the men's sports were OK with it for the most part, because baseball really didn't bother anybody else. It wasn't taking money away from baseball. I don't think there was quite the contentiousness with

baseball, although the tennis coach was always upset about something, and he wanted this world-class tennis facility. Again, you go back to the passion of the coach, and he had this desire to have this incredible tennis facility, and had these big dreams.

Well, and it's their job to advocate for their sport.

Yes, and his dream was never going to be realized on this campus. It just wasn't.

Speaking of facilities, were you around for the precursors of the softball complex?

No, I wasn't. I do remember when the discussion was made about Manogue selling their property, and then a land swap and taking property south of town, and the university would take the Manogue property, because we were always having problems with intramurals. Intramurals always wanted to use that intramural field out there, and football always wanted that field, so they were always fighting with ASUN about that. Then when we got women's soccer in, they had some silly idea that they were going to use the football stadium, and, of course, Ault was like, "No! Nobody uses my football stadium."

So, where did they end up?

Well, I think they ultimately do play in the same field, but they were going to put them out on the intramural fields, and I think that plan was to take over sports fields from Manogue and use those for athletics and just expand the practice fields out that way.

Because it's close enough to the current athletic fields and everything. All you have to do is cross the street.

Right.

Is there anything you want to add, particularly, that we didn't touch on?

No, I can't really think of anything. I think the difference between those early days in athletics and then at the time I left was really pretty dramatic. In those early days it was a lot of flying by the seat of your pants. It was a lot of reading the rules and making sure you were operating within the rules and just making things work with smoke and mirrors. It was still a small department, and everybody was housed together, and everyone was struggling with the same things. I think we had a lot more fun in those early days. [laughter] We enjoyed each other a lot more, and we didn't have the tensions and the anxieties over the NCAA and the rules and the budget and Title IX. Yes, it was a different world back then, and certainly much different now.

Well, thanks so much for your interview.

KURT RICHTER

Kurt Richter: I was born in Auburn, California. I have an older sister and a younger brother. I grew up in a very athletic family. My dad, Heinz, was a professional athlete, a professional bike racer, and a coach. My mom, Joyce, was also very busy and very active athletically, as well. Both my brother and I got heavily involved in tennis, and my sister got involved heavily in swimming with my mom. We were very athletic. That is what we did for our passion or pastimes.

Allison Tracy: What did your parents do for a living?

My mother worked for the hospitals in the Auburn area cross-matching blood. I think now it is all done by computers and machines, but it used to be physically matched. She would cross-match blood for people that needed surgery. My father was a junior high school physical education teacher and coach for basketball, tennis, cycling, and many different sports.

Where did you go to grade school?

I went to Ophir Elementary School outside of Auburn and Joseph Kerr Junior High School

in Elk Grove, California, which is where my dad taught and coached. I also went to Del Oro High School in Loomis, California. I was there from 1974 to 1977.

Outside of athletics, were there any other activities that you remember doing while growing up?

Most of our activities were athletic by nature. I did a lot of hiking, as well, up in the Sierra Nevada Mountain Range with my dad.

Were you on the sports teams in high school?

I played basketball and tennis.

Are there any coaches or teachers that stand out for you from that time?

I had a basketball coach, and I think he was also a football coach—Steve March. He was an interesting person, an interesting coach, on a positive side. I had good coaches—ones I agreed with and ones I didn't.

Do you remember what was happening with athletics for women at the time?



Kurt Richter

Not a whole lot, to be honest with you. When you're a high-school kid you're just kind of wrapped up in what you're doing. High school athletics was offered, but I don't remember it being very popular on the women's side, whether it was activity or even publications of results. Then again, at that age I was pretty oblivious to it. I was just into what I was doing.

I would say that they offered just about everything that the boys played, with the obvious exception of football. I remember that there were women's basketball and women's tennis teams. Just going through the yearbooks there was, I think, equal opportunity at the high school level at our school, with the exception of football.

Were you being recruited out of high school to do athletics in college?

I was being recruited in tennis and basketball. I was only being recruited at the junior college level for basketball, but both my brother and I were recruited heavily in tennis at the Division I level. We both chose to go to Odessa Junior College our first year, which at that time was the number one junior

college in the country in tennis. It was in Odessa, Texas, which is out in the middle of nowhere.

We kind of set our goals a little higher than the normal person. We wanted to go to more of a nationally ranked Division I program. The Division I programs that we were being recruited by were just generic, middle-of-the-road programs. In fact, I was recruited by Nevada. We invested one year at the junior college level to kind of improve our stock, so to speak, which did work. We both got recruited by nationally ranked Division I programs, after putting in one year at the junior college level.

Then what college did you go to after that?

I went to Oklahoma City University, which is now an NAIA (National Association of Intercollegiate Athletics) school, but they were a Division I athletic program school back then. My brother went to TCU, Texas Christian University.

Both for Odessa and also Oklahoma, did you receive scholarships?

Yes. At the junior-college level we did as well as at the Division I level. I got pretty much everything covered with the exception of about \$100 a month out of pocket back then. This was during the late 1970s and early 1980s. The full scholarship provided pretty well for the most part.

Would college have been a possibility for you, had you not received those scholarships?

If I didn't receive a full scholarship, I probably would have ended up just going locally to school, which for me would have been Sierra Junior College in Rocklin, and then maybe Sacramento State University to finish up. It definitely would have been a different route, and obviously the opportunities in choosing where I wanted to go would have been very limited, because my parents were pretty much middle class.

Do you remember the state of women's athletics at the two colleges while you were there?

Oklahoma City is a private university, and there weren't a whole lot of sports offered, whether it was men's or women's, because they just couldn't afford to. The ones they did offer they supported well. The men's teams were much more focused upon, whether it was publicly written about in papers. We had a men's and a women's tennis team, and the women's team had scholarships equal to our program. I remember that the men's program was much stronger than the women's at the time. We offered a minimal amount of men's as well as women's athletics programs to be in the NCAA. Eventually, Oklahoma City had to get out of the NCAA, because they just couldn't afford it—it was too small of a school. Now they are in the NAIA, which is just a different athletic association.

What athletic teams were available at Oklahoma?

I believe tennis, basketball, softball, and track and field. Off of memory I can't really remember anything other than those. They offered that for men, as well. They didn't have a football team, which was a positive thing, because then they had a lot more money to offer for the other sports.

It was a lot different than the normal university. Without a football team they could do a little bit better job with all the sports, including women's. But even then, it was such a small university—I think the enrollment was 5,000 to 8,000 students. We did compete at the Division I national level, and we were in a Division I conference. One of the reasons why I went there was they committed a lot of money to the tennis programs, so we could play the national schedule and play the best teams out there.

I remember the women's basketball team was pretty strong, but the tennis team was not. At the coaching level, whether it was men's coaches or women's coaches, they really didn't offer very good salaries. Really, the coaches' professions were other occupations in Oklahoma City, and they just did coaching part-time, with the exception of men's basketball and baseball. You kind of get what you pay for. If you have volunteer coaches they might not be as knowledgeable, and it's also tougher for them to commit time for recruiting if

that's not their full-time job. Athletics are won and lost in the recruiting wars. You can make athletes better in four years, but you have to get a decent product to begin with. It's a competitive market; it doesn't matter what era that you're in. It's even more competitive now.

What were the facilities like there?

I would say they were average facilities, whether it was basketball, tennis, track and field, or softball. They were all about average; they weren't anything outstanding. Looking at the size of the university, though, and the money that they could spend, they were probably average facilities at the Division I level.

Do you remember ever having scheduling conflicts with women's tennis or anything like that?

No. The coach was a tennis pro at one of the private clubs in town, and I remember he was coaching both the men's and women's teams at the time. If we went on a road trip we would play the same schools, so it would make it easier for him to travel, or he would have to alternate weekends. He would be with us one week and be with the women's team the next week.

What did you study while you were in college?

I started out as a physical education major and finished my undergrad work in three years, so I started a second major in history. I finished my physical education, but I never did finish my history major. I have about fifteen to eighteen units left. I went to school for five years, because one year I sat out. I tore up my shoulder and had to rehab it, which gave me an extra year.

What led you into coaching? Did you know at that time in college that you wanted to get into coaching?

No. My goal after I got done with college was to go out and try to play on the pro tour. I did that for two to two and a half years. I lived in Europe and traveled and played. Coaching really didn't

present itself until I quit playing for a living and moved back to the United States.

I took a job here in Reno at what was then the MGM Hotel Casino, which had a five-court indoor facility and a three-court outdoor facility. I was working full-time at the MGM (which is now the Grand Sierra), and within two to four years of me working there, the University of Nevada approached me about working there and coaching.

I remember coming in and sitting down for an interview and meeting with Chris Ault, who was the athletic director at the time. I turned him down at the original meeting, because the budgets and the scholarships for both men and women were pretty minimal.

I felt that if I'm going to throw myself into it I wanted to at least try to be competitive at a Division I level. With the way they had funded both programs, let's just say there are high school teams out there that are better. The women's team was very weak, but the men's team was OK. You can only go so far with money or a lack of, and so I said, "Thank you, but no thank you."

About two weeks later I was contacted again. A friend of mine, Steve Topel, who owned a tennis club in Reno at the time sat down with Chris Ault, and said that he was willing to financially donate so much money a year to help the programs. If Chris would put more money into the programs, then my friend would help financially, with the understanding that they would hire me as the coach. He felt I was the person most qualified for the job.

I kind of reluctantly took it, because Steve was influencing the university to step up and financially throw more money into the programs. At the time, Steve owned the Lakeridge Tennis Club, although he doesn't anymore—his brother does.

So, you maybe had your arm twisted a little bit?

Not really. I'm just a very realistic person in that, if I am going to put time and effort into something, I need at least a fighting chance to be mediocre to good. The way that the programs

were funded, I felt like they couldn't even be competitive.

Back then the school was in the Big Sky, which was a relatively weak Division I conference. The conference was funded so poorly, though, that I felt that while we could be competitive somewhat on the men's side, on the women's side we couldn't even finish in the upper half. I knew that would just frustrate me. I felt that if I am willing to put myself into something, I think the Athletics Department should step up, as well.

It was really the community and Steve Topel that kind of twisted the University of Nevada's arm and influenced them. The reason he wanted to see the programs do well was because he was in the tennis industry. He influenced the university, and if they were willing to help with the budget for the programs, he would donate a certain amount of money a year to my salary. For me, that was nice, but I was looking more at the competitive nature of it. The salary part of it I wasn't really looking at. That obviously helped me, though, because the job didn't offer much money.

It was probably a lot like the university I went to where a local pro coached two teams and really got paid not a whole lot of money to do it. I started out coaching two teams for \$20,000 or \$25,000. I was doing two full-time jobs for not even close to a full-time salary, along with continuing to teach and coach at the private level at the MGM. When I took the job it was pretty extreme. I pretty much taught and coached from nine in the morning until nine at night, whether it was at the university or at the private level.

Then what year did you start coaching at UNR?

That's a good question. I think it was around 1987 or 1988. I resigned, I think, in 2001 or 2002.

Do you remember what the organization of athletics and physical education was at the time?

The Physical Education Department was separate from the Athletics Department. Back then they had two athletic directors—a men's and a women's athletic director—but one person



Kurt Richter and the tennis team.

ran the whole show, which was Chris Ault. The other gal that worked with him, Anne Hope, worked, but she obviously didn't have as much influence and power. The Athletics Department was in majority for the men. The women were funded very poorly, whether it was scholarships or budgets. Coming in, the men's tennis budget was twice that of the women's easily. Scholarship-wise it was probably two to one. There were many more men's tennis scholarships that I could offer than in the women's area.

When you first started was the Athletics Department making any changes or trying to do anything that would increase the support for women's athletics?

No, but in all fairness, they weren't doing it for the men, either. From the administration part of it, you had an athletic director that pretty much cared about football and nothing else. The attitude of administration was, "You're not funded to win conference championships. We want you to be competitive in the Big Sky Conference, and as long as you're not embarrassing the university, and you're finishing in the middle of the pack, that is OK for us".

You figured out pretty quickly that it was awfully hard to win a conference championship that wasn't really going to happen, because you weren't funded for it. I think I had two and a half scholarships, maybe three, on the women's side.

The rest of the teams in the Big Sky had five, six, or some even had eight. In sheer numbers there was just no way we were going to compete with those schools at that level. Even though some of the coaches really weren't very good coaches or very good recruiters, they were going to beat us on sheer numbers.

The men's team was budgeted better, so when we first started out we did do better on the men's side than the women's side. There was just more money in the budget, and there were more scholarships. I could bring in some quality tennis players and put up some better results.

So, if their attitude was, "Don't embarrass us, be mid-pack competitive," what was the point of having a women's team?

I think it was window dressing. To be in the NCAA you have to have so many sports on scholarship competing, whether it's men's or women's. Back then we had the minimal amount of women's and maybe one more than minimal on the men's side, which was men's track and field, which they dropped later on because of gender equity. There wasn't even really a true commitment to the men's programs, with the exception of football. You had a person with a very narrow-minded view, in my opinion. He was a football coach first and an athletic director second, whether it was money, scholarships, or even facilities. Little or no facilities were built or improved while we were in the Big Sky, and then we moved into other conferences. It's only now that the new athletic director is kind of stuck with a white elephant. When she came in she found out in a hurry that 89 percent of our facilities were mediocre to embarrassing for a Division I level school. Facilities make a huge difference in recruiting—it doesn't matter what sport. If you don't have impressive facilities for training or matches, you're not going to be able to sign a blue chip athlete that everybody else has the opportunity to sign.

What facilities did you use when you started coaching?

The sixteen or seventeen years I was here, 80 percent of the time I used facilities off the UNR campus. Since I was a teaching pro at the MGM, we used their facility to practice a lot. Luckily, Lakeridge offered their facility, and also Caughlin Club later on. Basically, I used every private, and even some public, facilities to practice and play our home matches, because the facility on campus was, for the most part, in very poor condition. Throughout my tenure here the parking lot was in better shape than the courts most of the time.

I thought, "Well, I'll just go off campus, and we will practice, train, and play matches where we can get the best courts possible." I knew that it was a fight not worth fighting because the attitude of the Athletics Department was the courts on campus were not theirs. They were the PE Department's, so the PE Department should take care of them.

The Physical Education Department said, "Well, since you guys are using them the most, you guys should spend the money in upkeep and maintenance." You had two departments pretty much just passing the buck.

It was an easy out for the Athletics Department, because they didn't own them. I don't blame the Physical Education Department's take on it, because we did use them the majority of the time. It was one of those battles that wasn't even worth going to try to fight, because everybody else was in the same situation. Facilities were poor to non-existent, so why even go there when you know that the door is going to be slammed in your face? There were other priorities to fight. Back then, we needed more scholarships to be competitive than facilities. I kind of had to put my priorities in order and be realistic.

If the Athletics Department doesn't own nor is financially responsible for facilities that athletic teams are using, can they still count those facilities for NCAA or Title IX requirements?

That's a good question. They definitely use them for recruiting purposes. Still today the men's and women's tennis programs on campus here really don't have any tennis courts, because they are the PE Department's. It's the same thing

with swimming and diving—they don't have a swimming and diving venue. Lombardi is owned by the Physical Education Department.

Division I sports teams on campus technically don't have facilities, but they claim them when they put in their sports media guides. They claim they have eight tennis courts, and they have a swimming and diving venue. They publicize the facilities even though, technically, they don't own them. I guess that since it is on campus, technically, you can do that, and that's OK with the NCAA.

Up until recently, it was the same thing with softball. They had been playing at Idlewild Park, and they publicize that facility as their home venue. As long as you have facilities, whether you own them or not, I guess that's OK by the NCAA.

I spoke to one coach who said the Rec Department was actively scheduling swimming out of Lombardi and was creating scheduling conflicts.

I never had a problem with Lombardi. I helped them at times. Some of my former players, when they would get done, sought a fifth year, and they would hire those kids to teach PE classes for them so they didn't have to hire somebody outside. I think it was kind of an unwritten rule that I helped supply them with people that could coach and teach their physical education classes in tennis, and in return they let me use the courts whenever I needed them. I didn't use them very often, because they were in such poor condition the majority of the time. I never really had a problem with Lombardi and the people that were in charge over there. They were pretty flexible, as long as I was not scheduling practices or using the courts when they were having PE classes out there in tennis.

Were the courts in high demand?

No. Whether it was tennis classes or even the public at large, the courts were hardly used at all.

During the time that you were there, was there ever any sort of renovation on those courts?

Over the seventeen years I was here, I think twice they hired a company to come in and patch up the courts. The courts are in such bad shape that the base is cracked straight through, so you either have to bulldoze them and start all over again, or use a process called slip sheeting, which is very expensive, to rebuild a new base on top of the old.

The university wasn't going to spend that amount of money, so they would put a band-aid over the problem. The courts would be playable and functional for about a year, and then once the winter hits they re-crack right open in the same area. Since the Physical Education Department didn't use them a lot, they were not going to keep them in pristine shape.

I don't blame them for telling the Athletics Department, "You're the people that are really using these a lot. You should step up to the plate and put some bucks down."

How nice do the facilities get at other universities?

It depends. The larger the university, the more money they can spend. If you look at the Pac-10, the number one tennis conference in the country, every Pac-10 school has stadiums. They have indoor and outdoor facilities, if they need indoor facilities. If you go to places like Arizona State University and UCLA, they have six-court stadiums, and even practice courts. If you're looking at the current conference that we're in, the teams that are finishing in the upper echelon have quality indoor and outdoor facilities, and the ones that finish in the lower half, or the middle of the pack, do not.

The WAC (Western Athletic Conference) is very similar to when we first started years ago in the Big Sky. If you don't have facilities, you're way behind the eight ball in trying to recruit top athletes, because if they're that good they can pick and choose to where they go. Everybody is offering that person a full scholarship, so what it comes down to is your degree and facilities.

A business degree at UNR is the same as a business degree at Fresno State (California State University, Fresno) or a business degree at Cal

Berkeley (University of California, Berkeley). What it comes down to in signing a kid, they want to see what other bells and whistles that you have, or what you don't have. That is where you win or lose the recruiting battle.

For us, a good model program, in my opinion, that was always chasing our coattails and has passed us in the last five to six years, is Boise State University. They followed us from the Big Sky to the Big West to the WAC, and our dollar price was bigger than theirs, athletically. About six or eight years ago they really put out the money and built quality facilities for all of their teams. In the last five years they have leapfrogged us. They are now a higher rated product than we are, athletically, and the reason why is that they can get better athletes than we can. When you go visit Boise State and visit the University of Nevada, we don't even compare. They went out and really built the facilities, so now we are chasing them. And I am just talking about an overall athletic viewpoint, not specific teams.

With the facility situation the way it was, how did you recruit?

Recruiting has changed over the years; the invention of the internet has changed it drastically. The average athlete didn't really know what the university looked like and what facilities they had. Their attitude was, "If you have a full scholarship, then I'm very interested in coming." These days with the internet, everything is on a Website, so now you're as good as your Website.

Ten or fifteen years ago, the average athletes really weren't very educated in what you had to offer. Now, they are extremely educated. They will ask if you have a fifth year scholarship program, if they need that fifth year. They are looking at the facilities on the Website. Even a kid in Afghanistan can get online at a cyber café and check out your program.

For me, recruiting changed drastically. I used to be able to get a lot of players, whether they were American or international, just because they didn't know better. I could get some very good players that could go to a Pac-10 school or an SEC

(Southeastern Conference) school just because I was first in line in contacting them and talking to them. The last three or four years I was coaching the internet was killing us. They could see that we lacked quality facilities here, and they knew that it's a snow region, so they would think, "You don't have outdoor, but you don't have indoor. What are we going to do, sit on our hands for two months and not practice?"

It has caught up with us in the long run, at least the tennis part of it. Even in Reno itself, there are only four indoor tennis courts, so you have to use that facility at six in the morning or eight to ten at night. The college athlete will say, "I don't want to practice at 6:00 am. I don't want to practice eight to ten at night. I want to practice when it's convenient for me." Hopefully in the future the university can build some facilities, not only for tennis, but for swimming, soccer, and all of the sports. Over the years we really did nothing in that area, and now we are trying to play catch up.

What was it like working with Chris Ault over the years that you were here at UNR?

It was frustrating, and also a double-edged sword. The Athletics Department looking at your program through a microscope wasn't there, because he really didn't care. Chris wasn't really looking at your program every year and looking to see if you have done a better job or a worse job or a mediocre job. It made it easy to go out and function and do your thing because you didn't have someone looking over your shoulder.

On the negative side, the Athletics Department didn't care, as long as you didn't take last. For a lot of the coaches it was very frustrating. The track coach would get very frustrated and come into my office and talk to me at length. I felt that as long as we cared about our program, that's the best it's going to get. If you were looking for a helpful hand in the upper offices it just was not there. We went out and did the best we could, and then if administration did have some negative Q & A, we would say, "Hey, this is what the program is all about."

I never asked for anything from Chris, because I knew that he wasn't going to give me anything. We usually had a meeting at the end of the year, and when he asked questions I told him exactly how it was. I said, "If you want to be more competitive in the Big Sky or the Big West or the WAC, this is what you have to do. I'm not going to ask you for those things, but this is what you need to do to be more competitive. Whether that is facilities, whether that is more scholarships, or whether that is a bigger budget, you're the one that writes the checks, and you make the decisions." If someone asked the question and opened Pandora's Box, I would tell them the answer and give them background information and history that supports it.

I feel that if you want to compete with the big boys and girls, look at what the big boys have and then supply that. Then if we don't recruit and perform up to their standards then you've got food for argument in saying, "You're not doing a good enough job."

If you look at our facilities and our budget and our scholarships and what we have to offer on a consistent basis, year in and year out, it doesn't take a scientific mind to figure out that the teams finishing in the top have the best facilities, are fully funded, and have got great support. The ones that finish middle of the road, or last, have the worst. I'm just talking about tennis now, because that is my arena, but I'm sure in swimming and other sports it's just the same. We're all at the mercy of trying to recruit that blue chip athlete that we can get or we cannot get because of that.

Was there anyone in the department in terms of moral or financial support that was really helpful in terms of getting things done or getting you things that you needed?

Probably the first person on the women's side was Angie Taylor. I thought it was kind of interesting. Chris Ault forced Anne Hope out of her position and had her resign, and Angie Taylor was a student-athlete here who had just graduated out of UNR. I think he thought, "I need somebody that I can put into this position who is not going

to rock the boat and create problems." I found it very amusing that he severely underestimated Angie Taylor. She went out and created Pack PAWS, and she created a lot of different positive programs for the Women's Athletics Department. Before she ended up resigning and moving to a different position on campus here, she was becoming a pretty powerful figure in the Athletics Department.

I think that really, egotistically, created a problem for Chris Ault. He likes to be in total control, and he likes to be a dictator. That's the way he functions. Angie was starting to get a little too much influence, and not only in the Athletics Department. She surrounded herself with political figures from the state of Nevada. Chris hadn't really done that, and I don't know if he had thought of it, but Angie rubbed shoulders with a lot of people down in Carson City that were movers and shakers. So, I think it was a little unnerving for him. She did a great job in getting more attention for women's sports and was trying to push Chris to put more money in and to support women's athletics more. She was more of a motivator and a mover and shaker for women's athletics in the way of getting things done here than any person that I know of in the seventeen years that I was here. She had a vision and was able to create things and make things happen.

There was a pretty constant flow of upper administrators that came and went, just because they had a hard time working with and dealing with Chris Ault. The upper administration as well as clerical area was a revolving door. I had thirteen secretaries in seventeen years. I think coaches were lasting three to five years. Again, that might be an average cycle; I don't know about other universities. Upper administrators were here a year to three years, and they were leaving. The majority of people, when they weren't getting fired, were leaving.

It's very difficult, frustrating, and hard for people to work under a dictatorship, and that is kind of what we worked under. You kind of had to thicken your skin a little bit. If you were a sensitive person you weren't going to last. The key to success, maybe, for Chris Ault might be

that. As a coach that style works athletically at the football coaching level, and he has been a highly successful coach, but at the A.D. level I thought it was disastrous. Our turnover rate was so high that after a while you didn't know who was coming and going.

Everybody was really gun shy of our athletic director and stayed away from him. You didn't go in his office and ask questions or ask for anything, because that would upset him. So, you punched the clock, and you were on an island and did the best you could with what you had, and you didn't ask questions. Once a year you had to go in and deal with Chris. He would throw his slings and arrows at you, and you would have to take them, and when it was time for your rebuttal, he didn't usually give you a whole lot of time, so you just kind of took it.

I think, if you look over the years, the turnover rate was incredible at the Athletics Department, compared to other departments on campus. Today you have one coach that is still here through twenty-plus years, and that is Gary Powers. I resigned three or four years ago, and I was at seventeen. There was one clerical person, Christie Forbes, who was there twenty years plus. Most coaches lasted an average of two to five years, then quit and moved on. They either got out of athletics altogether or found another job somewhere else.

Do you remember what year Chris Ault left being athletic director?

I couldn't even tell you, because what he did I just didn't really concern myself with. When he did go back into coaching, which he went back and forth two or three times, we had a new president that came in, who lasted about two years here. I think the new president figured out that he didn't really enjoy working with Chris and wanted to bring in a different athletic director.

It's awfully difficult to fire somebody as an A.D., unless he is doing major violations and doing things illegally. After about a year and a half I think the president figured out that he would

rather have someone else in that position, and so he dangled a carrot in front Chris and said, "How would you like to come out of retirement and be the head football coach again?" He doubled the salary, doubled the salaries for all the assistant coaches, and put out *beaucoup* bucks to get him back on the football field and out of the Athletics Department.

The ironic thing was that we bought out the fourth year of the contract of the guy who was the coach then, Chris Tormey. He had a four-year contract, and every year the team improved and got better. Were they up to the standards of the president or the athletic director? Maybe not, but they were improving every year. So, it was kind of an odd picture. Here the team was getting better every year, and then all of a sudden we buy out this guy's contract his fourth year, tell him to go away, and then we spend *beaucoup* bucks on bringing Chris back into position.

This is just my personal opinion, but I really believe that the president didn't want him in that position anymore, so the only way to get him out of there was to put him back on the football field. It makes sense because his best place and his most successful arena is the football field. History shows that. As a president, I think that that would be a logical, realistic, and smart choice on putting him back there and getting somebody in the Athletics Department that he feels comfortable working with. I don't think he ever felt comfortable working with Chris because, again, Chris is the type of person, even with the president, who is going to tell the president what to do. He's not going to ask, even though the president is his boss. Obviously, the public at large is oblivious to stuff like this.

Who took over as athletic director after Chris left?

The president brought in Cary Groth, and Cary is now the current athletic director and, obviously, has a different style. You went from a dictatorship to a person that—I was only here for about a year with her before I resigned—was very interested and concerned about all sports. It went

almost from one extreme to the other, I think, in that respect as an athletic director.

Obviously, it's a good thing for all the sports concerned, because you have somebody now that wants to promote the sports and have everybody do well, and not have that attitude of, "Oh, just do your best and get out of my office." That was a refreshing thing.

The only negative side that I have with Cary was that she came in, and she had a brand new house, and she wanted to redecorate with new furniture. The track coach was an old lawn chair, and the tennis coach was an old couch, and she wanted new product, new coaches. There's nothing wrong with that, because she has to be comfortable with who she wants to work with and who she feels can continue to make those programs do well and improve. The only negative comment I will make about Cary was that she was somewhat unethical and unprofessional about getting rid of people that she didn't want. She pushed people out the back door. There is nothing wrong with change, but I think that you have to be professional about it. Unfortunately, there were a number of coaches that she undermined and created problems for, so they just quit. She made it obvious that she didn't want you, so she made your daily routine difficult, or she would find some reason to get rid of you. If it was an NCAA violation, if you tripped up on something that was not a correct protocol with university policy, or even NCAA wise, she found something. Whether that would be major or minor, she would make it a big deal. There were some coaches that she did that to.

And even though I am speaking negatively on that point, I think that she is a huge improvement, in the way of an athletic director, from what we had. I think that when she wants to eliminate coaches or people, she needs to change her way of doing things. And I think it has caught up, because she is currently in a lawsuit. Somebody asked me about it a few days ago, and I said, "Well, it doesn't surprise me." It eventually was going to catch up with her. Whether she wins or loses the lawsuit is obviously up to the judges. We all have strengths

and weaknesses. Hopefully she will learn from it, and when she wants to make changes, whether it's a clerical person or a coach, she needs to change the way she does things there. Otherwise, she is going to get herself into lawsuit problems.

When I resigned, she was creating problems for me, and, obviously, she didn't want me there. I even e-mailed her and said, "Hey, if you really don't want me here just say so, but be professional about it. Every time I turn around a corner I've got a meat cleaver in my back. I'm getting back stabbed by you and your associate A.D. on a daily basis. You're making me do things that no other coach has to do on campus."

I would rather have somebody just say, "Hey, we want to go in a new direction. I want to bring in a younger coach. We appreciate your time coaching here, blah, blah, blah." I can respect that.

All things said and done, Cary is a huge improvement. She wants all the programs to do well. She's working hard on trying to build facilities, so that the programs can get better, so that all programs can hopefully play at a championship conference level, which a lot of them cannot. It's getting better because the facilities are getting better, but also the WAC conference has got dramatically weaker. That helps the university in competing. The first five years that we were in the WAC, it was way too strong of a conference for most of the teams on campus. A few of them could compete, but 80 percent of the sports on campus were finishing middle bottom echelon, because we were just way behind in a lot of different things. There is nothing wrong with setting goals and moving ahead, but you want to put yourself in a conference that you can be at least competitive in, and win some conference championships. You don't put yourself in last place in most of your sports. Now they are doing better, maybe because the conference is weaker, but I also think they are doing better because Cary is getting things done facility wise. That is going to help the coaches be able to recruit a championship WAC athlete, so that they can win some conference championships.

When you first started coaching what conference were you in?

We went through three different conferences. We started in the Big Sky Conference, went to the Big West, and then went into the WAC, which is where we are now. That was just for tennis. The Big West didn't have certain men's and women's conference sports. When we were in the Big Sky there was no baseball conference, no swimming conference for the women, and I think track and field was independent. Going into the Big West was a move to get more sports in conference championship so to speak.

Obviously, the big reason we went was for football. Chris wanted to get football from I-AA to Division I because football was the only sport on campus that was not Division I. Football was I-AA, and all the rest of the sports on campus were Division I.

What is the difference between Division I and I-AA, on paper and in practice?

The level of play and the athletes that you're going after. The bigger the conferences you get into, you're not only recruiting better athletes and playing at a higher level, but you're also getting more publicity from the Reno area, or even national acclaim, if you get good enough. Our main motivation was for football, but, inadvertently, that helped all sports. Chris's intent was just to get football to Division I.

When we went from the Big Sky to the Big West, I remember the Big West Conference commissioner, and his staff of people that look at all the schools that they were considering, looking at us and saying, "Your Women's Athletics Department is embarrassing—scholarships, facilities, and so forth." So, through Chris Ault's greed of getting football to a Division I status, the Women's Athletics Department benefitted greatly because of it.

The Big West was not going to take us unless we made all these huge improvements in the women's athletics. Kind of "at the point of a bayonet", he had to make vast improvements

in the women's athletics. The nice thing was, all of a sudden, when we were invited into the Big West, dramatic improvements were made in scholarships and salaries.

Timing is everything, and Angie came in as an associate A.D. right at the right time. If we were still in the Big Sky, I think she would have gotten awfully frustrated, because Chris wasn't going to give her any money. By pushing us into the Big West he had no choice. He was forced to do all these things. That was probably the biggest step in women's athletics, for improvements overall, when we went from the Big Sky to the Big West.

Were any women's sports added at that point, with the conference change?

We had club sports on campus, and they added them to Division I status. Men's and women's skiing, and men's and women's rifle was added, even though they were considered club sports at the time. When gender equity rolled around, and the NCAA finally decided to enforce it, the only casualty sport was men's track and field. Then we added women's golf, soccer, and we reinstated softball, because years ago when we were in the Big Sky they got rid of softball. I believe we didn't add it until we got into the WAC, but I'm not positive on that one.

When gender equity started to be enforced by the NCAA we had to add a number of sports to stay NCAA compliant. We had to cut down our athletic male numbers and increase our female numbers, along with more scholarships on the female side and other things as well.

The move from the Big Sky to the Big West and the NCAA forcing the university to become compliant with gender equity really are the two major reasons why women's athletics are where they are right now. I don't think, in a heartbeat, they would be even close to what they are now if it wasn't for those two things; we would still be way behind the curve.

What changes did the tennis program specifically see with the conference change?

Big Sky to Big West was almost a role reversal for my two teams. The men were way better than the women because there was twice as much money. When we went into the Big West, the women became a much more competitive and a stronger team, at the Division I level, than my men's team.

It was a role reversal because of funding. The women all of a sudden, instead of two and a half to three scholarships, doubled it to six, and the guys stayed at three and a half at that time. Fully funded is four and a half for the men and eight for the women. It was a huge improvement for the women. Going from three to six at least puts you in a competitive arena, even though there were other teams in the conference that had eight. The men's didn't get any improvements, so that's why, all of a sudden, in that area you saw women's tennis outperforming the men's on a consistent basis; they got more money and more support.

By the time that you left did you ever have the full complement of scholarships that you were allowed?

Yes, when we got into the WAC. When we went from the Big West to the WAC they added a scholarship for the men's, which took them fully funded to four and a half, and the women then went to eight. The big push for all of the sports on campus was when we went into the WAC that every team was fully funded, at least with scholarships. I know that when we went into the WAC everybody had their full allotment of scholarships that they could deal with.

Were you limited with what you could offer in in-state scholarships versus out-of-state scholarships?

My biggest limitation was that when gender equity came around I couldn't keep as many tennis players on my men's team. They limited my numbers there so I could only keep a maximum of eight players. On the women's side I could have as many as I wanted. For many years I didn't make cuts. I kept everybody that went out for the men's or the women's tennis team. In the early years I might have ten or twelve guys on the men's team

and eight or nine on the women's. I always had more men than women just because more men would walk on as non-scholarship players.

Having more scholarships to offer—did that help you with recruiting?

Not necessarily, just because facilities were non-existent. If we were still in the Big Sky Conference, then we would be winning conference championships on a regular basis and finish in the top two or three in both men's and women's. By moving from Big Sky to Big West and Big West to WAC, we went into much higher level competitive markets.

As an example, when we went from the Big Sky to the Big West, in men's and women's tennis the top three or four teams were nationally ranked. In the Big Sky, maybe the number one team in the conference in men's and women's tennis had a national ranking in the top fifty. For us to go from Big West to WAC, we went into a national championship arena, if you were going to try to win conferences, which we could not. I had only one team that had a shot at winning the conference, which was our first year in the WAC. My women's team had a shot at winning it.

Everybody is different in the recruiting world. I refused to be a used car salesman when I was a college coach. I would not lie to a recruit and tell him something that we didn't have. I probably lost a lot of recruits because of that, where other coaches would maybe embellish. My philosophy was if I get somebody here on false pretenses then everything is a disappointment to them, and they're not happy. If they're not happy they are not going to excel, academically or athletically. They are probably going to end up playing one year and then transferring, because they are pissed off.

So, from the very first year as a coach, my moralistic standard was that I'm not going to sell ice to an Eskimo. I told the kids, "This is what we have, and this is what we don't have." Everybody's philosophies are different. Other coaches will say, "Hey, I'll say anything to anybody to get them here, because if he or she is a blue-chip athlete, now I got them."

Recruiting wasn't easy, regardless of what conference we were in. I'm sure it's not easy for anybody, even if you do have all the bells and whistles, unless you're Stanford. They don't really have to recruit; they can pick and choose who they want. It's not by accident that they can do that, because they have quality everything. Through a tremendous amount of hard work they have built their programs, so they should be able to pick and choose who they want, and they don't really have to recruit anymore. But, you're as good as your recruits.

Were the athletes that you did get to come to UNR more local/regional, or did you recruit across the country and the world?

I recruited worldwide. I was probably the first coach when I was here to do that. 50 to 60 percent of my teams were American, and 40 to 50 percent were international. I figured out in a hurry that I could not get the blue-chip American athlete to come here, but I could get top international athletes to come here. Again, they couldn't really do any research or homework back then, until the invention of the internet, so a scholarship was a scholarship. I could get very high-level athletes that would normally go to a better conference or school.

A lot of my top American athletes were either local or people I had coached in the past. I'd say that 80 percent of the Division I tennis players that came out of this area I was able to recruit and retain here at the University of Nevada, with about 20 percent going elsewhere. I thought that was a pretty good ratio, because you don't get Division I athletes out of Reno every year; you might get one guy or one girl every two or three years. I felt that being able to keep that 70 to 80 percent of local product here was pretty good.

What sort of budget was the team working with?

It varied from Big Sky to Big West to WAC. When we were in the Big Sky, the women's budget and scholarships were pretty bad. The biggest

improvement was when we went into the Big West, because the conference demanded that we do that if we go to Big West. Scholarships and the budget went up drastically. I don't know where we ranked in comparison to other teams—if we had the highest budget or the middle of the road budget for tennis in the Big West. Even when we went into the WAC I couldn't tell you. I never would go into depth and look at that. Whatever they gave me, I used it to the best of my ability.

I can tell you that I was the lowest paid coach in the WAC when we went in and even when I resigned, because I did quite a bit of research on that before I left. That was one of the reasons why my last meeting with Chris Ault was not a pleasant one. I did a lot of research on what head coaches make in all Division I conferences, whether it's the Ivy League, the Pac-10, or the SEC, and coaches that had been head coaches for fifteen years or more. I found out that as a head coach I wasn't even in the low average in Division I salaries. I had put in seventeen years, and I felt like I should be paid what I'm worth, and what was embarrassing was that in the WAC I was the lowest paid coach. You had rookie head coaches that were making a third more of a salary than I was. That's embarrassing.

Most coaches would have put in two to five years, and I decided to put in seventeen years, because I am very stubborn. I finally said, "I'm going to go in and battle with this." It took me about six months to gather all of the information—WAC salaries as well as nationwide Division I salaries for a head coach at fifteen years or more. I included both men's and women's and averaged both, because I did men's and women's for eleven years by myself, and then the last five or six years I did just the women. I didn't discriminate, and I averaged it out, and I found out that I'm not even in the low average. After presenting all of it, all Chris Ault could say was, "Well, if you don't like it you can always quit." I felt like that wasn't even a response.

I said, "I don't know if I want to work here anymore." That was during the time when contracts were already offered, and you have two

months to sign it. I said, "I'm going to take two months to mull it over and see if I want to work another year here." He threatened me, and he wanted an answer in 48 hours.

I said, "No. University policy states that I have until this time," which was a month and a half away. I said, "I'm going to take my full time, whether you like it or not."

I signed, and I probably shouldn't have. I should have probably quit at fifteen years, but I reluctantly slugged through another year and a half to two years. It's my personal reflection that I probably shouldn't have been here coaching when Cary Groth took over. I was not happy; I was bitter and pissed off. I was coming in the back door and leaving through the back door. I wouldn't talk to anyone. The only thing I enjoyed was being on the court with my players. But that was the only way I could handle it. I would come in on weekends and do all my paperwork, so that I didn't have to interact with people during the work week. Did my job performance go down? No. I put in the same amount of hours and did the same thing, but I wasn't happy doing it, so I kind of hit critical mass.

Looking back, I probably should have resigned after that meeting, because the writing was on the wall, even with the new athletic director. As I found out later, when Cary came into office, there were a number of things thrown into my file illegally, that Chris wrote up on me that you can't do. If you want to write something up, positive or negative about me, you have to give me a copy, and I sign it and date it. She was thrown into a tough situation. She kind of had to be an investigative reporter to figure out what is legitimate and what isn't. Obviously, she found a tremendous amount of stuff that was fabricated and not accurate, and she shredded it all. Luckily, I kept copies of all of it, because I didn't know if I was going to take legal action down the road, but the damage was already done. So, I think it kind of muddied the waters.

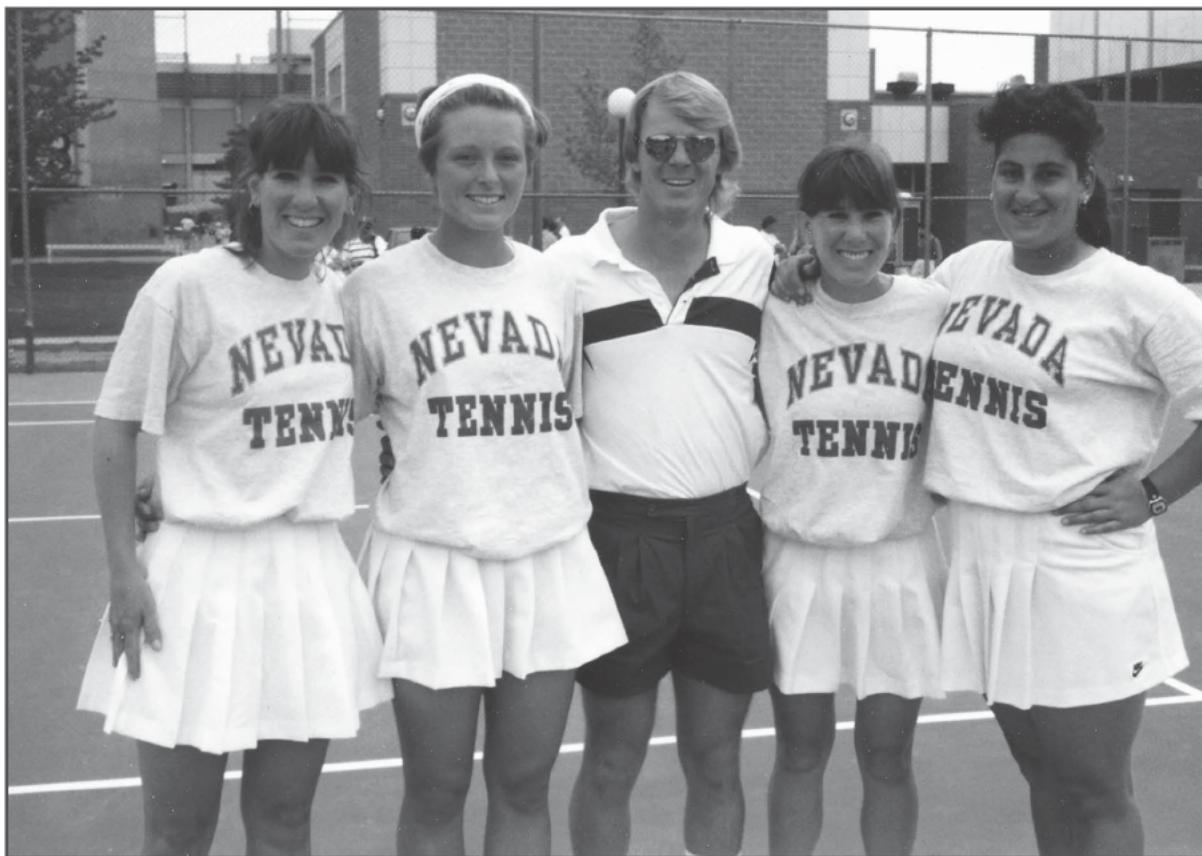
I told her, "Hey, if you're not comfortable working with me, it's mutual. Just say so. I can take or leave this job. I didn't interview for it in

the first place. Seventeen years ago they asked me." Not that it's an arrogant thing. It's a privilege that they asked me and thought I was qualified enough. I'm just that type of person where, if you've got a problem with me, tell me what it is, and if we can't solve it, I can go somewhere else. Then you're not looking over your shoulder having to deal with the tennis coach, and I'm not having to deal with the A.D. It's just things in our lives that we don't need to do. Unfortunately, I was kind of stuck in a situation, and I wasn't a happy camper at the time, as well. I should have gotten out at fifteen, even though I struggled through sixteen and a half or seventeen years.

How well did the team do, and how much did it improve over your years at UNR?

It fluctuated. When we were in the Big Sky the men's team did well. They were competitive and finished in the upper third, but the women were not. When we went into the Big West that was a role reversal, because there was an infusion of money and scholarships for the women. Now the women were competing in the upper third and were finishing in the top three or four positions every year, with the exception of the last year of the Big Sky—the women won the Big Sky in 1992. I didn't know it at the time, but it was the first conference championship for women's athletics on campus. Women's athletics had never won a conference championship in any sport until 1992, when my tennis team won the Big Sky Conference Tennis Championship. I didn't know that, but it was nice that we were the first.

The women were consistently able to perform better when we went into the Big West era because of the infusion of support, money, and scholarships. The men's dropped a little bit because they didn't get the financial support. When we went into the WAC, it was equal 50/50. I think the women were doing a little bit better just because you have eight scholarships to four and a half for the men. When we went into the WAC they brought in a second coach, Ryan Johnston, so he took over the men's program, and I kept the



(Left to right) Kristen Wertenberger, Tracey King, Kurt Richter, Kimberly Wertenberger, and Kerri Garcia at the 1992 Big Sky Conference Championship.

women's program. It was his first head coaching experience, and it was tough for him, because he had to learn how to recruit. I've got fifteen or seventeen years of international contacts, and he's just starting out.

The men's team wasn't finishing, results wise, as high as we were, but that's understandable because he was just starting out. Again, timing is everything. We went into the WAC, and we had nationally ranked programs that we had to play against. So, it was very difficult timing for him to come in and take a job like that, and would be for anybody. The WAC back then was at its strongest point. We had teams like Tulsa (University of Tulsa), SMU (Southern Methodist University), TCU (Texas Christian University), and Rice University, which were all, nationally, top twenty-five or thirty programs, men's and

women's. All of those teams have left now, and they've replaced them with very weak overall athletic programs like New Mexico State, Utah State, and University of Idaho. Tennis wise, New Mexico State is the only one that has decent teams, but overall athletically they are much weaker than the schools that we lost to in other conferences.

I think it's a good thing for Nevada because in the first five years we were struggling to compete in the WAC anyway, so the programs should do much better overall athletically now, because the conference is a lot weaker. I don't want to say that it brings down to our standards, but at least it puts us in a competitive arena now, regardless of recruiting. We were in a conference that we probably shouldn't have been in for the first three to five years.

What was seen as the benefit of going into the WAC?

Good question. That's the question for Chris Ault. I think it was a higher profile Division I conference, and there was more national attention in the way of getting your major sports on TV with ESPN and cable channels. The WAC is also considered a stronger and higher conference than the Big West. I think it was all done in an attempt to get our university athletic programs more on a national page. The sad thing is, there was no way we were ready for it. One or two sports maybe were, like women's volleyball and basketball, when Trent Johnson started it. Football is debatable. When we first got in, my women's team was very good. Our first year in the conference we were 18-3.

Your last few years, when things were getting worse in the department for you, how was the team doing?

Struggling. My last year where I put in a full year was the worst team I ever had. I coached twenty-eight or twenty-nine teams in the years I was here, if you take men's and women's combined, and by far it was the worst team I ever had in the win-loss record. I enjoyed coaching the players I had, and they were great kids, great young adults. They worked their butts off, but they just weren't very good.

That's not their fault; that's my fault for not being able to recruit. My last two years I really struggled. For example, I would lose my top players to graduation—the ones that were playing in the top two or three singles and doubles—and was trying to replace those players with freshman. I could not do it. The internet was starting to kill me. The athletes were so informed these days coming out of high school that they were looking at our "overall," and the university was coming up short. The facility thing was a thing that made a lot of the kids go somewhere else.

But, you go in streaks. The last year I didn't coach a full year. I coached a fall semester, and then I resigned. When recruiting came around, Cary refused to sign my scholarships, and that was her way of getting me out the door. I've just

come off the worst season I've ever had. We were about 1-15. The worst team I had ever had was 7-12, so it was obviously a drastic change out of the twenty-nine teams I've coached.

When I put out scholarships, three people have to sign them, our NCAA compliance person, the athletic director, and me, and then they go out for the recruits. Cary wouldn't sign my scholarships, so she was setting me up for even more failure. When you are trying to recruit you have an A list, a B list, and a C list of who you're going to fall back on, and those A list persons are only going to wait around for a week or two, and then they are going to sign with somebody else.

Cary knew exactly what she was doing. It took her two and a half months to sign my scholarships, because she wanted to have meetings with me, and every time I had a meeting with her she had no agenda. Finally, I went to the department here on campus where you can file a grievance [Human Resources] and, lo and behold, the next day my scholarships were signed. It took two and a half months, and I had lost all those recruits. It was obvious that the next year, if I would have stayed, we were not going to have any better of a year. She was setting me up. After two years of not doing well, she would be justified, publicly, to . . . I refused to have her put me in that position.

Even then, I stayed on and was able to recruit one kid to try to help the team. You know, I could care less what she thought about me, positive or negative, but now you're setting the team up for failure. You're setting the women's team up to fail, because you're not going to sign the scholarships, so we can improve the team. I was more upset about that. I was going to quit in the summer time, and I said, "They are going to get no kids. They're not even going to have a full team." I stayed on and tried to recruit kids off my B and C lists and was able to get some recruits in, so at least they could fill the team, even though it wasn't going to be any better than the team before. I felt I could leave with a clear conscience now, because at least I did my best, even though the department refused to sign kids. That was her way of pushing me out the back door, but to me, it could have been solved very easily just by sitting down and

having a professional conversation. But that never happened.

If you have a team that has a few bad years and then goes through a recruiting crisis and can't get any students, how long would it take to rebuild it?

Anywhere from two to four years; it depends on who you bring in. One of her issues also was that she wanted to see more Americans on the team, which was just another excuse. At the time, I think 60 percent of the team was international, and 40 percent was American. When I resigned they brought in an international coach, and you've haven't had an American on the team since then. Are they better? You bet. The coach that is here has a really good pipeline to France; he's got two really good international recruiting pipelines.

He is French right?

Yes. He's got good international players, but they don't have one American on the team. I'm sure that she knew it was hard to get an American player to come here, because we don't have a whole lot to show them. So it was just another straw to throw on the camel's back. I like Cary. It's just that in the past she didn't handle professionally and ethically working with people that she wanted to "phase out." Maybe that would be a correct term to use.

I'm very stubborn, and the way I'm talking to you is the way I talk to Cary or Chris Ault or anybody else, but I always go in with background history and information saying, "Show me where I am wrong." [knocks on table] "Here is my statement, and here is what backs it up. We can agree, compromise, or disagree. There is nothing wrong with disagreeing, as long as we talk about it."

With Cary it was just at the point where I was at the tail end of being mentally drained from basically swimming upstream for fifteen or sixteen years. I was tired and bitter about never being able to get anything done with the administration. She comes in, and the waters have already been poisoned. I don't blame her for being gun shy of

what I'm all about, but records don't lie. Look at my records in men's and women's tennis; I'm the winningest coach in the history of Nevada tennis. I graduated over 80 percent of my kids. I coached two teams by myself with no assistant coaches for eleven years.

Obviously, I must be pretty good at what I do, otherwise, I wouldn't have been here for seventeen years. I would have got fired a long time ago. My win-loss record would be terrible. My graduation rate would be mediocre. All the numbers show that I've done pretty good stuff with the support, or lack of support, whether it's scholarships, finances, or budget. I think we've played with the big boys and girls on a bare budget for a long time. It just got to the point where I wanted to step up and do more, and airing my opinions didn't go over well.

How long is the tennis season start to finish?

You have an individual season and a team season. You have the fall, which is mostly training, but you also have a few individual tournaments to get players ready for the spring semester, which is when we play team against team. Obviously, the team season is much more important than the individual season, but it gives the players a chance to get a regional, and if they are good enough, a national ranking, individually in singles and doubles.

For me as a coach, the fall semester is my tougher semester, because that is when I am trying to work with my players on their games. Then the spring season is more quality of play—being more of a tactician, working on game plans, and working on style of play. The two semesters are drastically different.

Does the NCAA regulate how much you can do in the fall season?

Yes, there are guidelines where you can only practice so many hours a week, on court as well as off. I don't know what it is now, but you used to have only so many weeks a year that you could run official practices. I think it is twenty-four

weeks, if I remember correctly, but don't quote me on that. So, you have to space out and make sure that you are staying within the guidelines of the NCAA. You can also do a few hours a week of one-on-one with some of your players, but again, it's pretty stringent.

Being that tennis is sort of an individual, or a singles and doubles sport, does it have difficulty fitting into the collegiate competition system, where maybe a team sport would fit in a little bit better?

It isn't so much the tennis—it's the players. The players over the years that had the most difficulty fitting into a team system, because it is an individual sport, were players that are growing up working out on their own, and the success is theirs as a junior. When they get into college, all of a sudden it is considered a team sport. The ones that had problems adjusting to team-tennis were the players that only grew up playing individual sports. They had a hard time identifying with, "It's not all about me." The players that obviously played team sports, coming up in high school with soccer or basketball, they identified with that and really didn't have a problem. Occasionally, you would recruit an athlete where it was all about him or her, and they had to learn that there is no "I" in team. Tennis is a very egotistical sport. The better you get is because of your hard work, regardless of how much the coach has helped.

How does a typical tennis match work in college?

Actually, that has changed over the years. For the first ten or eleven years that I coached it was the best of three sets in singles and doubles. The NCAA felt like team matches were going way too long. They were going five or six hours in length. You could have a three-hour singles match, then turn around and have a two to three-hour doubles match, as well. You are playing six singles matches and three doubles matches, and so you could have eight players out there on the court for over six hours. They shortened doubles to where, instead of playing the best of three sets, you play now, I believe, any game pro set, which is the first team

that wins eight games by a two-game margin. If it is tied up eight all, then you would play what they call a super tie breaker, which is one, large, glorified game to finish the match. They have shortened it by shortening the doubles; the singles is still the best of three sets.

Do they have a point system based on how well your individual players do where they add points together to get a team score, or is it still based on individual performance?

The team scores have changed. It used to be every match counted as a point. Whether it was a singles match or doubles, if you won, then your team received a point. Now it is a little bit more confusing. Along with shortening the set play, they went to a different scoring system, which is a little bit bizarre, because it doesn't really shorten anything. Singles matches still count as one point, but the three doubles matches are played, and whatever team wins two of the three doubles matches gets a single point. To this day I don't know why the NCAA did that.

It actually promotes coaches to use the term "stacking," which is if you don't have three really good doubles teams, you're going to fudge your line up. If you have a weakness, you're going to try to cover it up. With the old system, with every match counting as a point, you couldn't do that. If you tried to stack, you were going to give up something. Now the goal is not to win three doubles matches—it's to win two. You have coaches throwing their best two doubles teams out there, and sometimes taking their worst team and playing them at one doubles, and not playing them in the right order. You are supposed to set up your line up with one through six singles in the order of the strength of your players. And doubles as well—one through three doubles is supposed to be at the strength of your doubles. So, the singles, it still holds true, because everything counts as a point. You don't really see coaches getting out there and stacking singles, but doubles is an adventure now. When they first changed it, I saw more incredible number three doubles teams and mediocre or bad first doubles teams, because

it tempts coaches to sit there and not throw out a valid doubles line up.

What sort of conditioning did you expect of your athletes in the off-season?

During the off-season, when they are gone for three months in the summertime, most of the players continue to play tournaments on their own to keep their game up. When they were here I had two different systems for conditioning my players.

In the fall semester, which is the individual season, we would work out a lot more on the weights. We would still do cardio, but we worked out on the weights. Then in the spring season, when it was more match play, we cut out the weights, or lifted very lightly, and did more stretching and cardio. Off court that was how we sliced and diced it. In the off-season—the summertime—the players were on their own, and it was their responsibility to keep in shape.

The nice thing is that most collegiate players will go out and continue to play tournaments on their own. Whatever country or state they are from, they will go back and play USTA tournaments or national tournaments and some international tournaments when they are that strong. There are plenty of tournaments they can play on their own in the summertime. So they don't say, "Well, there isn't much I can do in the summer except for practice." It's nice that the players always have that avenue of playing.

Some of the players that are very good could even go out and play on the pro tour as an amateur. My brother and I did that a couple summers when we were in college, just to keep our game going, and also to kind of test the waters. As we are going through college, we tried to see if we were good enough to maybe go out and play afterwards.

Is college tennis watched as avidly as professional tennis?

In the United States obviously football, basketball, and baseball are king. In many other parts of the world, like Europe and Asia, it's just the opposite—soccer, tennis, and motorsports are

king. So, if you are a very good tennis player living in Europe, you're considered like a star football player, basketball player, or baseball player in the United States.

In the United States tennis is pretty much an afterthought, with the exception of the pro tennis that people see on TV or read in the newspaper. A handful of names become household names. But it's no different than other individual sports, like swimming, or track and field. Some of those sports are obviously much bigger in other countries.

Probably, the only individual sport that is very popular worldwide is golf. That is the only one I can think of that people follow a lot, even in the United States, as well as in Europe. If you look at the mentality of the fans in the United States, they like team sports, so they get involved in those. Not very many average Americans get involved and follow tennis, so the individual sport isn't really popular on a whole, in the way of publicity and fan support. It's the same way in college. If we were in Vienna, Austria, our tennis team would probably be one of the most written about and sought-after teams to interview and football wouldn't. That is just the society we live in in the United States compared to other parts of the world.

During your time at UNR, who were some of your main rivals and competitors?

When we first started out, and were in the Big Sky Conference, it was us and Weber State. Weber State was the team that was the best tennis program in men's as well as women's. Since I was coaching both teams the first ten or eleven years here at UNR, Weber was always the measuring stick of the team to beat. We were, on average, one of the top two or three teams chasing them all the time.

Once we got into the Big West, on the men's side it was probably Santa Barbara (University of California, Santa Barbara) and University of California, Irvine. On the women's side, Santa Barbara and Irvine were good, and also Pacific (University of the Pacific) was very good on the women's side. Back then they weren't that strong on the men's side.

We competed and finished, on the average, in the top third of the conference consistently, whether it was Big Sky or Big West. Going into the WAC, there were so many good teams, because then we went into a national arena, especially at the beginning. TCU, Rice, Tulsa, SMU, and Fresno State have always been good. So, all of a sudden, instead of one or two very good teams, you had five or six.

As a coach I looked at all the teams the same. As an example, we played UNLV every year, and we took both the matches in stride. It wasn't like if they won the earth was going to fall apart, or vice versa, and that was a nice thing. I had a good professional respect for the coaches down at UNLV and vice versa. In fact, I consider the women's coach there a good friend. He's still there. The last time he played Nevada was when I was coaching; he won't play the current coach.

I never looked at anybody as a huge rival or somebody that I wanted to beat more than the other. Just like everybody else, there were coaches that I got along with and didn't get along with. So, if we beat that team, behind closed doors it felt a little sweeter, but I never emoted it. Our goal was to play everybody the same and play the best that we could.

How many matches a year did you typically have during team play?

At first, in the Big Sky, we played about eighteen to twenty. When we went in the Big West we played a few more because the budgets got a little bit better. We averaged, I would say, around twenty-two matches a year. I think the max is twenty-five matches a year. It's deceiving, because you could go play a tournament, and that is considered one event, and you could play three matches—Friday, Saturday, Sunday—so technically you are getting three for one. With a lot of teams, you will look at someone's record and say, "They ended up playing twenty-eight or thirty matches. How did they do that?" If you play a bunch of tournaments, or you play two matches in one day, that would count as only one event. We would play a weak team and a strong

team on the same day—you definitely are not going to play two good teams on the same day, because you're going to set yourself up for a loss in the afternoon.

Were you ever able to have meets in Reno considering what the facility situation was?

We played 80 percent of our schedule on the road. I was already tapping into all of the private clubs for practicing on a daily basis. You don't want to overuse that welcome mat, so to speak. Most of the time, after spring break, I would schedule home matches, because at the University of Nevada as soon as spring break is over, the professors really pile it on. I think they get behind schedule, and they start throwing more stuff at the kids academically. So, we would play our whole road season, and then after spring break, we would try to play at home.

We had about two to five matches a year in Reno, and it would usually be at a private club in town. A few times we used the UNR courts, because they resurfaced them once or twice in the seventeen years I was here. Since the base is falling apart, they were kind of dangerous to play on, and you don't want to put your players on that. It's also embarrassing to bring another team in, and they are thinking, "We're playing on these courts?"

Since we practiced at the clubs, when we played matches, the members would come out and watch. What few fans that we had were not from on campus here, with the exception of the tennis players friends, but were the club members from Lakeridge, Caughlin Club, and the different clubs that we used. That was our best way of getting people out to watch the matches—people that were already into the game of tennis. John Q. Public off the street or off the campus, even if we played here, were not going to come down, which is understandable. It was good that we played at clubs, just because we could get more people to come out and support us.

Outside of conference play, who would you play, and what area would you be traveling to?

All three conferences that I was involved in, we didn't *have* to play conference matches. Technically, whether we were in the Big Sky, the Big West, or the WAC, we weren't required to play conferences.

Most coaches did try to play as many teams in the conference that you were in, because at the end of the year when you go to the conference tournament, you're trying to get your team seeded. If you're not playing people in the conference, it's awfully hard to then seed you accordingly. You could really mess up the tournament if you're out playing teams that aren't in your conference. The night before there is a coaches meeting to seed the teams and to make the draw. Believe it or not, in the Big West we had one guy on the men's team—the coach from Irvine—who wouldn't play anybody. We told him, "It's really hard to seed you accordingly. We seed you lower, and you get upset and mad. We have a hard time, because you won't play us. We call you, and you say, 'No, my schedule is full.'"

It's in your better interest to play conference matches. All the coaches took on the philosophy that if you're in a conference you should support it. Most of the coaches tried to play conference matches, so that we could seed accordingly and support the conference that we were in at the time.

Very rarely, though, did you play all of the teams in the conference before you went to the conference tournament. If you did, that was a rarity for anybody. You usually got away with playing about 70 to 80 percent of the teams. It's a little different than basketball where you have to play everybody twice, home and away. The reason why we don't do that is because of budgets and cost. We don't have that type of money thrown at us in our budget, compared to some of the other sports. You play as many conference matches as possible, especially the ones that are close to you, in addition to non-conference matches. We always played all the Bay Area teams, whether they were in our conference or not, because it was a short road trip.

What was your travel funding like?

The dollars and cents I could not tell you. I knew that I couldn't play twenty-five events a year, whether it was men's or women's tennis. We tried to play twenty to twenty-two and then kind of scrimp in other areas, like equipment. Especially when we were in the Big West, the budgets weren't very good.

I had contacts with discount sporting goods shops, so I would buy tennis shoes, strings, and equipment at rock-bottom prices—equipment that nobody else wanted. I just couldn't go out to the local vendors and get wholesale or resale, which is still a good deal. Back then we didn't have the type of money to do that. If I went and bought discount stuff at rock-bottom prices, I could keep the player in tennis shoes and string for the whole year. If I went to a company, I could give you four pairs of shoes and say, "Good luck. Once you wear out your four pairs of shoes, you're on your own."

I was fortunate enough to get a contract with Adidas, because I was with Adidas when I was playing professionally, and even collegiately (if you get a national ranking). I had good positive past history with them, and when we went into the Big West, they were interested in broadening their U.S. exposure, so I had a nice little contract with them. That helped me a lot. I could really take care of both my teams, whether I had men's and women's or just women's.

I probably was the first coach on campus that had a really good contract with a sporting goods company, even the major ones. Now they have a school one with Adidas, I know that. The A.D. sealed that one. I think baseball and basketball were the only ones I remember that had some deals like I did with different sporting goods companies down the road.

In the time that you were coaching both the men's and women's teams, was there ever a difference in your budget, between what the men and what the women got?

Yes. There are always differences in budgets, and even scholarships. They reversed. When I first started, we were in the Big Sky, and the men had more scholarships and more money in the budget.

There is a good example of the money and support consistently showing success or mediocrity. When we were in the Big Sky, the men's team was finishing in the top third of the conference, and the women were finishing in the middle of the pack. Then when we went into the Big West, all of a sudden the women got an incredible amount of financial support, and then it just flip-flopped. Then the women had more scholarships, and they had more money in their budget. You saw the women finishing in the top third consistently every year and the guys finishing in the middle of the pack. What I mean by top third is first, second, or third for the women, and then fourth or fifth for the guys.

How many staff members did you have over the years?

The first eleven years, I coached two teams by myself with no assistant coaches. The only help I would have would be occasionally when a player would finish their four years of eligibility in playing, and they were finishing their degree. I could put them on as a grad assistant or an assistant coach. When I had both teams, I usually had one guy as a GA and one girl as a GA that would help. Then briefly, when we went to the Big West, for one or two years, they actually gave me some money to hire an assistant. I think it was one year that they gave me some funding, and so I had an assistant coach that was actually getting paid some money for one year. After one year that went away, and then it went back to the same cycle of having GAs.

After Ryan Johnston came on and took over the men's team, did your staffing change at all?

It was still me and, like I said, some grad assistants.

When you were coaching both the men's and women's teams, how many athletes would you be coaching?

The first eleven years I could have thirty or forty athletes. Back then the men's team wasn't

restricted to numbers. When we were in the Big Sky and the Big West, I could take as many players as I wanted to on both teams—there were no cuts.

When gender equity was finally enforced by the NCAA, stricter guidelines were set for the men's team. I believe the men can only have eight players now, but the girls can have as many as they want. I never cut anybody, whether it was men's or women's, before they put gender equity in. Then I had to cut to eight on the men's side. I think that was only one or two years for me, because then Ryan came on board, took the men, and I took the women. So, gender equity forced that to happen.

The only bad thing about that for the guys is that if they have some injuries, then you could all of a sudden struggle to field a team. But even then, on the average, the most players I ever had that came out, were fourteen or fifteen. I remember one year on the men's team there were fourteen guys on the team; the women always had eight to ten at the most.

Usually, the walk-ons were recreational players who, after about a month, figured out that what they thought was a hard day's work was just a warm-up to the scholarship players, and they were never going to see a competitive playing match. A lot of the walk-ons would just fade away, and it was on their choice. I treated my walk-ons the same as my best scholarship player.

There were some pleasant surprises. Occasionally, there would be a player that would stick it out, take it on as a challenge, and actually really liked it. They thought, "Wow, this is really neat. I get to play with all these great players and practice with them everyday. I don't care if I'm in the line up playing against another school, because I'm becoming a better tennis player." I had a number of players, men and women, that really enjoyed training for four years and being part of the team.

One of them was a local girl named Emily Mason, and she teaches tennis at the Plumas tennis facility now. She was a total walk-on, and by her senior year we got to throw her into a few matches when we played some weak schools, and that was a great experience for her.

In tennis, if you get to a Division I level, and you are a recreational player trying to go out for somebody's team, most of the time it's very difficult to make it. It's a work in progress; if you're going to make it, it's going to take you a couple years, so maybe by your junior or senior year you might be able to crack the line-up. A lot of recreational athletes aren't willing to make that commitment. I always had an open door policy on that and worked with them just as much as my scholarship players. There were some nice pleasant surprises that did happen, which was good for them.

Do the NCAA regulations better college athletics?

You look at their rule book, and it's bigger than the Bible, practically. We, as coaches, had to get tested on three chapters every year for recruiting purposes, to ensure we know the rules, which was a good thing. You had to get an 80 percent or higher on the test, otherwise, you had to retake it until you did get 80 percent. I thought it was good when they started to institute that, because then coaches can't claim ignorance if they are violating rules.

Some of their rules don't make sense. Like I mentioned earlier, when they changed the team scoring, it doesn't make sense at all to me. It promotes cheating and it encourages coaches to fudge on their line-ups. On the tennis end of it there have been some good changes, and there have been some that just don't make sense, in my opinion.

I'm sure that in every sport coaches could sit there and say the same thing. Do they over officiate? At times they probably do. They probably have too many rules that aren't needed. The main ones to police are the ones for recruiting eligibility, so that you have an athletic program out there that is going by the rules and not cheating, whether it is by ignorance, or it's on purpose.

Most of the time, when people get nailed, especially with major infractions, it's not an accident—they know what they are doing. There are minor infractions that happen because it might be a small insignificant rule, and then all of

a sudden it's brought up, and you think, "Whoops, I've done that."

Is it overkill at times? Yes, but I'd rather have that. It's very annoying going out and competing, when you know other teams are throwing out line-ups that are illegal. There are teams and coaches I can throw out there on a consistent basis that did it against us. It's very frustrating to play those teams, whether you win or lose, if you're not on an even playing field. Usually the way I handled it was that I wouldn't play those teams. When that coach would call me, I would say, "I'm booked for life, sorry. I don't have any room for you in my schedule." Most of the coaches would do that. There were teams and coaches out there that had a hard time getting matches, because after a while they had a bad reputation.

Overall, I think the NCAA does the best they can. The only time I was really frustrated was with eligibility. Getting people through the clearinghouse was a real nightmare during my era. The system was slow, and I don't know how efficient it is now, but that was probably the most frustrating thing. It was just that the amount of time they took to evaluate and clear people was pretty inefficient.

Can you tell me a little bit about what you had to do for fundraising?

Early in my coaching career I went out and did some fundraising. I found out in a hurry, by getting in trouble with administration, that I could only fundraise to my specific environment, which is tennis. I couldn't run a general fundraiser. I would have to approach the private tennis clubs and tennis groups in the Washoe area, and that is very small. I ran some fundraisers, and after my first four or five years the time and effort I was putting in to it was resulting in nickels and dimes.

The only thing I would run was a pro-am doubles event at one of the clubs where men or women would get a chance to play with my players in a kind of round robin tournament format. They would donate so much money to play for five or six weeks with the players. That was really the only fundraising I continued to do over my tenure as a

coach here. With running dinners or other events, for all of the hard work you were getting nickels and dimes, so it just wasn't worth it.

I understand the mentality of administration saying, "We don't want you to step on football recruiting toes by doing a general fundraiser to the public at large." So, it was difficult. As we went through the end of the Big West and getting into the WAC era, that is when the administration hired a number of people for marketing and promotions. So, all of a sudden, they were saying, "Hey, we don't want you guys to go out and fundraise anymore. This group of individuals is going to make the extra bucks for us." That was what administration threw at us the last six to eight years I was here. The first ten years it was difficult, just because the budgets wouldn't reach. Plus, you were handcuffed so badly on who you could go out and ask for money.

Did the tennis team ever benefit from the fundraising the Athletics Department did?

I think that with that one overall you would have to look at the numbers—and hopefully the marketing and promotional department would have records of it—to see what went to one team, and what went to another. To be honest with you, that was never really passed on to us. That is kind of a black-hole situation, where they are raising money, but I was never told where it was going, or how we would benefit from it.

That would probably be a good question to ask other coaches. I don't know if anybody knew—when marketing and promotions was put into play, and those guys were really supposed to run with the ball there—where the money is supposed to go. The bottom line is that the athletic director is the one that is going to make the decision on that. The marketing and promotions people raise as much money as possible, and they just drop it into an account. The A.D. is the one that makes those decisions. I'm sure that they have to put on record how they did slice and dice the money that they raised.

When gender equity was thrown up, and we were talking about Pack PAWS in the past, people

could make specific donations to teams. So, if the owner of a bunch of 7-11's in town wanted to donate \$10,000 to the tennis program, they can specifically do that. I know that was a major theme for Pack PAWS in efforts of making sure that the money got to not only women's athletic teams but other teams as well. If you were really big into swimming, and you wanted to donate \$5,000, before Pack PAWS it was thrown into a black hole. Did your money really go to swimming? Nobody really knew. I think Pack PAWS helped to police the Athletics Department. It was kind of like our own little NCAA. And it was a good thing, not just for women's athletics, but for all the teams overall.

Do you feel that the Athletics Department has made efforts over the years to increase the visibility of women's athletics?

Probably Pack PAWS has. If you look at one person that was the shaker and mover for women's athletics at the University of Nevada, it was Angie Taylor, when she was brought on board. She was the one who created Pack PAWS, and really nothing but positive things came about because of it. There was a lot of backlash from the old school when they were trying to create Pack PAWS. The old Athletics Department was saying, "They're cutting into our deal here." Angie is the person that really started the ball rolling for improvements in women's athletics here.

Has it gotten better in the way of more press? Are they treated equally? I think that once Pack PAWS was created, and the NCAA enforced gender equity rules, that it created an equal playing field for the most part. Are women going to get the press that the guys do? That is probably never going to happen. You have rare situations like at the University of Montana where the women's basketball team sells out, and the men's doesn't, just like the University of Tennessee.

That is like what we said about the popularity of sports—that is just society overall. Tennis in the United States compared to tennis in Europe is night and day. Further, in all respects, football is really nonexistent in Europe. Women's sports

is never going to get a fair shake in society equal to men's in press and money.

Even if you look at after college, how many pro systems are out there? There is the WNBA, but are very few. Most of women's athletics stops after college. The fortunate few that can make the pros on the men's side have a lot of sports they can do it in. On the women's side it's kind of funny that the sports where you can make millions of dollars are tennis and golf. You go back to individual sports, which, collegiately, are pretty nonexistent in the way of popularity and people following them. Women's basketball and volleyball are probably the two most popular on the women's side in the way of fan base and getting media coverage. If you look at it after college, though, it's the individual sports that reign queen over the team sports.

I think the Big Sky era was a very dark era for women's athletics here at the university. Then we rolled into the Big West, and the Big West commissioner enforced improvements, along with Angie Taylor being hired and pushing things she believed in, and the NCAA jumped in with gender equity. It all hit at the same time, within two or three years. There was a two or three-year capsule where there was this huge infusion of enforcement and support that was forced upon the university. That was good in my opinion, because the athletic director at that time would never have done any of that unless he was forced to do it. Whether he wants to take credit for it is another thing.

If you look at the general paper, the *Reno Gazette-Journal*, it is a high school paper, not a college paper. Any team could complain, for the most part, with the exception of men's football and basketball, because high school sports get a tremendous amount of press. That is the philosophy of the *Reno Gazette-Journal*. Their main support and focus is on high school sports. They will write some articles about football and the college. For tennis, we usually got one a year, whether we were 18-0 or 0-18.

A few times they wrote more, but on the average you would get one a year. Usually, it was before conference—how you were going to do. Whether we are having an awesome year, or we're

having a year where we are struggling, I want the same coverage. I remember that we had a season the first year in the WAC where we were 13-0—hadn't lost a match—and nobody wrote about us. Even the *Sagebrush* on campus didn't. I think we ended up finishing 15-2 or something like that. Then the next year we were struggling. We were maybe 2-6, and so then they are writing articles like, "What's wrong with the tennis program?"

I said, "Hey, I didn't see you guys writing last year when our program was 13-0, and no one even knows we exist. Then, all of a sudden, the tennis program has gone to hell in a hand basket because we are 2-6?"

I felt that if they can only give us one or two articles a year, that's OK, but just be consistent. Now that I'm not coaching, I pick up and read the local paper, and the coverage is the same as it always has been. I think I've seen one article on the men's tennis team so far this year. What I mean by that is an article—I'm not talking about box scores. I haven't seen one on the women's yet.

I never really worried about that. I was more concerned with me and my team doing the best we could. If someone wanted to write about our team, I thought it was a bonus, and it was great. I wasn't going to really worry about it and spend a lot of time or effort during my day calling the *Gazette* or the paper on campus to say, "Hey, you need to do an article on us." I've got better things to worry about, so I really never thought twice about whether we were getting too much press or no press. I took that stuff in stride.

Outside of UNR, within the general community, were there any people who were really good about supporting the tennis team?

I had a few individuals that got involved in supporting me. What got me here was a gentleman that really wanted me to become the coach here. He felt like the teams were struggling, they didn't have any commitment, and coaches were coming and going. It took an owner of one of the clubs here in town for me to get here. But in the way of fundraising or super fans coming out, they were few and far between.

To me, as a coach, just like with the press, those are things I'm really not going to worry about. If I've got two people or two hundred people coming out and watching my matches, or if we are 15-0, and people aren't coming out, to me that is their loss not ours. It's frustrating for the players, because they are thinking, "Nobody cares. We're out here, and we have the best team. We're nationally ranked, and nobody knows about us."

That can get frustrating, but I used to tell the players, "What you're doing is important to you, and if other people want to get involved and watch or donate money, that's their choice."

I'm the type of person that will tell you what I have, but also what I don't have. Other coaches might sit there and say, "We've got a great team this year," when it's not really true. I've always taken the approach that I'm going to concentrate, work on, worry about, and focus on the things that I can control. If people want to donate, we appreciate it, and we think it's great, but I found out early in coaching that fundraising was nickel and dime, no matter how much effort I put into it. You learn and move on. Every year every single team I had was a different team, men's or women's. I also used to self-assess what I did a really good job in that year and what I struggled in, so that the next year I could make some adjustments. I've always tried to do that in coaching, whether it's a team or an individual. I do a self-assessment at the end of the year and goals for myself as a person and coach every year, so that I don't get stagnant and stale. Eventually that will come out in your performance as a coach.

When Ryan Johnston came on and took over the men's team, why was it that he took over the men's team, and you kept the women's team, and not vice versa?

The administration asked me which one I wanted to take over, and it was a no-brainer. The women had more money and more support. Eight scholarships compared to 4.5. The overall budget was a little bit better than the men's. So, right away, looking at that, I could be more successful, because there is more support there, and that's

really the bottom line. It had nothing to do with my preference on coaching men's players versus women's, or vice versa.

Doing both I found interesting the gender differences at the collegiate level. On the average I enjoyed coaching the women, because they were more coachable than the average male tennis player. A lot of the guys, when they are at that college age, like to live and die with the game they have already, and if they have weaknesses they cover them up instead of working on them.

I'm just stereotyping here, but on the average, the female athlete would say, "Yes, I have some glaring weaknesses here. Let's find a way to make this a consistency and hopefully a strength in my game."

From a coaching viewpoint, in the way of choice that way, it was on the average more interesting for me to work with the women's players. My strength in coaching is taking players and in four years making them much, much better, as opposed to recruiting a really finished, polished player already. Most of the time I just couldn't get that player. The bottom line was that it was a no-brainer—there were more scholarships and more money on the women's side.

When it came to Title IX issues, how do you think that the implications were accepted on campus by the time you started coaching, and over the years that you coached?

I'm sure that if you took a consensus of the general student population back then of what Title IX is, people would say, "I don't know what it is." I'm sure Chris Ault looked at it and said, "Well, we got away with it for as long as we could, and now we have no choice. Now we've got to help the women."

Obviously, on the women's side, the women's coaches were thinking, "Yes, this is great. We're actually going to see some help here."

Honestly, on the men's coaching side, I think they also thought, "It's about time. We're not going to get less; they are just going to get more." I think what men's coaches were here didn't look at it from a negative viewpoint, because they wanted all of

the teams to do well. They didn't think, "They are going to get more press and more money. They are going to do better than me."

So, within the Athletics Department, probably the biggest thing for administration was that it was a big challenge: Where are they going to come up with the money to bring the women's overall athletic budgets and scholarships up to the men's? The only way they could do it was to go to the president, and the president has to go to the state and say, "We need more funding because of gender equity, and we can't do it financially on our own." The state had to come up with that, because the president also has a budget he's working with. He's probably not going to rob Peter to pay Paul, so to speak, and take it from other departments, because education is and should be first and foremost, and athletics should be secondary.

I don't think there was a negative reluctance to it. There was probably more of a relief within the coaching ranks. And I'm guessing about what I threw out there about administration, because none of us ever knew what our athletic director was thinking. He locked himself in his room and didn't talk to people and didn't communicate real well. All we knew was that we had an athletic director that was a football coach.

A lot of the people that we've interviewed have commented on this shift in thinking about women's athletics. In the early 1990s there seemed to be a shift towards being more accepting of women's athletics on a national level. In the early 1990s it suddenly became OK for girls and women to compete in athletics. What do you think of that?

I think that was not so much a national or university school thing, as it was a society and community thing within the United States. You had more organized sports for girls'/women's soccer teams. Outside of junior high school and high school, all of a sudden in the 1990s you had more organized sports equal to the boys, like soccer leagues and basketball leagues. With tennis there were always USTA (United States Tennis Association) tennis tournaments.

The individual sports like tennis and golf have always been there. I think the team sports were the ones that, all of a sudden, society was looking at in the 1990s. Outside of schools there were developmental leagues forming for girls in a lot of the team sports. On the individual side, they were always there.

When I grew up as a kid, every tournament I went to there were boys and girls, and the girls were playing on the same courts the guys were. Golf was the same way. Since my sister grew up in the pool, and my brother and I grew up on the tennis court, I know that women's/girls' swimming is way more popular than men's, whether it's grade school or high school.

I don't know if other interviews have hit on this, but I think that is where the communities and society in the United States came up and said, "We want girls' and women's team sports just like the guys have. They have their summer leagues." When you have that you've got better quality athletes coming out of the high schools when they're graduating. Instead of this girl just playing 30 or 40 basketball games, she has played 80 to 120, because she has played twice as many in the AAU (Amateur Athletic Union) girls' basketball leagues. In the 1990s that is what came about.

The big change at the university was the NCAA finally enforcing Title IX. Part of the motivation in the 1990s might have been society building these teams and putting pressure on the NCAA saying, "Hey, now let's make the universities equal. We're getting the boys' and girls' leagues the same here at this stage. Let's take it the next step up." That would probably be a good question for a NCAA representative to see if they got a lot of flack or heat from communities and society at large encouraging them to start enforcing these rules.

When it comes to Title IX and the rules that Title IX places on universities in terms of what they would consider equity, is compliance enough, or do universities need to go beyond what Title IX is saying they have to do to provide some sense of equality?

That is like looking at a tree, and there are so many branches off the main part of the trunk—whether it is scholarships, or whether it's press and support. Are the salaries the same for a women's coach as a men's coach? You have so many branches there that if you look before the 1990s, or before gender equity, there were huge inequalities going on. So, overall, they basically trimmed up the tree, so one side isn't overgrown, and the other side is dead with no leaves on it. Now it looks like a normal tree.

I think that was a decent and realistic goal for the NCAA. Are there always going to be some inequalities? If it's going to be, it's going to be few and far between, and it's going to be more how society views stuff. Men's college sports are always going to get more press than the women's—that's just the way it is. I think they've done a pretty good job overall. Every university had to do different things to get compliant. That's a tough one, because, like I said, there are so many avenues. Someone could jump on a bandwagon and say, "This is still wrong and unequal."

We all can get on our soapboxes and say, "In tennis the women's coach still isn't getting paid as much as the men's." Here it is just the opposite. The women's coach is getting paid more than the men's coach, at least when I left. That is why Ryan Johnston quit.

Like I mentioned, when I quit I was the lowest paid coach in the WAC, with seventeen years of experience. Some of the coaches used to make jokes about it and say, "We should quit, reapply for the job, and if we get the job we'll get a \$10,000 raise, but if we go in and ask for a raise they tell us to get out of their office." That was how we would deal with a lot of stuff—we'd make jokes in poor taste about it.

We did that instead of going out there and complaining, because we knew it wasn't going to matter. Eventually they were going to find a reason to get rid of you if you ruffled some feathers. That is what I did at year fifteen. I finally had enough, and I ruffled some feathers big time. Walking out of there I knew my days were numbered.

In fact, I walked out of there, and I went down to the president's office and told them, "After my

last meeting with my boss, my boss is going to put me in a hostile work environment, and I'm just letting you know ahead of time, because I want this on the record." I documented stuff, so that if it came back I could say, "We did have a meeting, and we disagreed about a number of issues." I had to do that, though, to cover my back.

It will be interesting to see what happens with this court case with the soccer coach. I can feel her pain, but she hasn't handled a lot of things well, and it's going to be really interesting to see how a court or a mediator comes up with a solution.

It doesn't surprise me that it happened to this A.D. I think she's a great A.D. compared to what we had before, but it's a good learning experience for her on how to deal with people. If she wants to fire or eliminate someone, she just has to do it more professionally and better. So, it doesn't surprise me that it happened, and I'm sure she realizes it now.

If the Athletics Department didn't have bullets in their gun, they would have settled out of court, because then none of it would be stuck in the press. That's the way they handle things here. They ask "How much are you willing to take to go away quietly? Yes, you caught me with my pants down. I put you in a hostile work environment."

Do you think the possibility exists for women to have those same opportunities today as men have had?

Yes. Like I said earlier, the tree is pretty well trimmed out because of not only the NCAA, but society. Now we have boys' and girls' developmental programs, individual as well as team, on an equal basis, as well as high school teams, which rolls into college with gender equity and the NCAA enforcing it.

Some male coaches could sit here and argue the other extreme. For example, women's tennis has 8 scholarships; men's only has 4.5. That's an inequality. Well, the reason why is because football takes up 132 scholarships and there hasn't been a sport invented for women that takes up that many scholarships. Football really messes up the equality mix. I had to start limiting walk-ons. I

could only take 8 players on my men's team, and the girls you could still take as many as you want.

On one side of it, the guys have been cut back, and some would say, "Good. For the last eighty years they have been the ones reaping the benefits of everything." I think it's tough to be a men's tennis coach with only 4.5 scholarships, and you're supposed to field a 6-3 team. You can play singles and doubles both, but still, you need 6 quality players. That is hard to do with 4.5, but with 8 it's obviously much easier.

With men's and women's basketball, do they have the same number of scholarships? I'm just guessing that they probably do, but I don't know. If we had a men's soccer team and a women's soccer team, are they supposed to have the same? I think, at least in opportunities and scholarships on a national overall basis, we have more women's teams than men's on campus now, and a lot of the sports are like that. We did it cheaply and ineffectively, where we took club sports and made them scholarship sports. The head count on a rifle team, what do you have, three to five kids on men's and women's?

I don't know what they started out at, but I know today he carries about fifteen students total on that team.

Yes, and that may have increased. Men's and women's skiing was a club sport. So, at least at the university here, both genders benefitted from gender equity, because we took low head-count club sports and not only took the women's club sports and made them NCAA teams, but we took the men also. The only casualty was that they eliminated men's track and field, because it was a high head-count sport. They had to cut men's numbers there because, again, the football head-count number kills the rest of the men's sports in how many guys you can keep. Then we are trying to shove up the women's side of it.

Here at the university the facilities are horrendous for everybody, so it doesn't really matter, with the exception of football and basketball. I give Gary Powers a huge amount of credit, because he built his baseball stadium on

his own; he didn't get any help from these guys. Men's and women's teams are in the same boat here—they all have mediocre to bad facilities.

I think every school probably has their different inequalities. I think the university has done a decent job, at the point of a bayonet, with the Big West commissioners accepting us into their league, gender equity popping up and all of a sudden being enforced, and having a motivator in Angie Taylor, who was willing to push the envelope.

Would you ever coach a college team again?

I don't know. There is so much time and effort put into it. One of the biggest things that I learned working at the University of Nevada is that the more of a stable, successful program you built, the more you are successful—not only your teams, but so are you—and thus, you should be considered a valued employee. The bitter pill for me to swallow is that I worked hard, just like all the coaches, and when I left here after seventeen years I was not considered a valued employee.

I have my own business now, and I contract myself out. I will not let someone take advantage of me again. That's how I look at it. From the athletic viewpoint, I was extremely committed to my sport and my teams, but unfortunately I was stupid enough to work for an administration that never did value me as an employee. I use the term "stupid," because I was stupid enough to do it for seventeen years. I think the average coach would have quit after two to five years.

For me, I'm stubborn, and it took me fifteen years to figure it out, and the last year and a half or two years I fought it. I should have resigned after fifteen instead of staying for sixteen and a half or seventeen. The lesson I learned from working here was that, unfortunately for me, I felt like I was taken advantage of. That is just as much my fault as theirs, because I'm sure from an administrative viewpoint they were thinking, "Hey, he's willing to work for nickels and dimes. If he's stupid enough to do that, let him do it." Then, as soon as I brought that to attention, all of a sudden I was a bad man.

One of the parting comments to my boss, which he didn't take real well, was, "I have no problem that you don't care about tennis, but you don't really care about me as a valued employee." And in all fairness to him I even mentioned to him, "Hey, I could care less about football, so we're on an even playing field there. That's OK, but you don't respect what I've done over a number of years."

I did two jobs for less than a single salary for eleven years. So, if you take Ryan Johnston's starting salary into account, for those years I saved the university Athletics Department \$250,000 to \$300,000. I'll never see that money. I'll never get compensated for it, and I don't even have a retirement fund. Guys like Chris Ault—when he retires, he gets 80 percent of his salary when he retires. I retired from here five years ago. I get *nothing*. But, life is not fair.

To me, you live and learn. I've learned that when I go out, I know what I'm worth in the market, and this is the type of financial deal that I'm going to sign or get a contract with. If you're not willing to come up with that, that's OK—that's just business. But I am not willing to let another organization or company take advantage of my services again. Tough lesson to learn, but I learn the hard way. [laughter]

Did I enjoy it? I don't regret any of the teams or players I worked with. Those were always positive things, but everything off the court was frustrating, difficult, and very often not very positive. Angie Taylor was probably the only bright spot. In a really negative administrative world here she was probably the only positive thing that came out of it, in my opinion. I bet you that a lot of the coaches would say that whole heartedly, as well. If you interviewed the History Department, I'm sure there are positives and negatives for all those instructors, so every job has it. For me, it just got to the point where the negatives were outweighing the positives, so I had to get out for my sanity.

I'm a tennis professional more so than a college coach. That is what I have done for a living—playing as a junior, collegiately, professionally, and then getting into the coaching area of it. Whether

it is coaching at a private club or working at the University of Nevada for a number of years, that is really my title in life. In my opinion I am a tennis professional in the coaching area.

At the same time that I worked for the University of Nevada I worked at all the clubs privately to make enough money to make a living, because the University of Nevada didn't pay me enough. For me, I just took it as another challenge. I enjoyed working with the high-level, competitive athlete here at the University of Nevada, and in the community what I'm known for is that I've worked with a lot of top juniors in the area now that are trying to go from being a junior to hopefully playing some college tennis. That is my arena and expertise, and sure, I still coach the general population as well in the way of generic lessons.

I have no regrets coaching here, but it was a learning experience, more so off the court than on. On the court I could kind of control that, because that's my arena, but off the court I couldn't control what other people wanted to do. Hopefully, that gives people a sense of what I did here.

KERRI GARCIA

Kerri Garcia: I was born February 14, 1970 in Reno, Nevada—a Valentine’s Day baby—so I am a native, born and raised here. My mother is Linda, and my father is Hank, or Henry, who has since passed away. My sister, Kim, is nine years older than myself—I’m thirty-eight—and my brother, Jeff, is seven years older than me, so I’m the baby by quite a long shot, and it’s just the three of us.

I grew up, pretty much until I was two years old, in Reno, and then we moved to Sparks, where I attended Lena Juniper Elementary School, a public school five minutes down the street from our home. I went on to Sparks Middle School, Bishop Manogue High School, and I attended the university for four years and graduated in 1992 with a bachelor’s in journalism/public relations.

Mary Larson: What activities were you involved in when you were growing up?

I was always involved in sports from a young age, but also student government, and I even took some acting classes. When I was really young there were arts and crafts, but from day one I grew up at either the softball field or the basketball court or the tennis courts of Reno and Sparks. My parents were very athletic, and being the baby of the family

I was pretty much drug everywhere—to every brother’s and sister’s and parents’ game—so sports from a young age was the main activity.

My brother and sister played tennis, basketball, baseball, and softball; my mom was very athletic and played softball on a women’s team. When I was bored during my sister’s tennis match, I picked up a little cut-off racket and hit on the backboard. Going to my mom’s softball games, I started out as the bat girl, then graduated and learned how to play catch, and before you knew it, at ten, eleven, and twelve, I was catching batting practice for the team. I started playing organized sports at probably nine or ten with WJBA basketball, ASA girls’ softball, Junior Ski Program, and, of course, taking tennis lessons when I was seven or eight years old.

So you were mainly involved with club and league things? Anything through school?

In elementary there wasn’t really anything organized. Probably, middle school is when I started WJBA basketball and ASA softball, and I also ran track. I was on the A team at Sparks Middle School in both seventh and eighth grade for basketball. They had no organized softball and no organized tennis at that point.



Kerri Garcia

Tell me a little bit about your high school years. You talked about going to Manogue for a specific reason.

At that point I played basketball, softball, and tennis. Tennis was probably the sport in which I was most dominant and really saw myself pursuing it long term. I had a dilemma on where to go to school, because most of my friends were zoned for a public school, Sparks High School, and I wanted to go to Reed, but I couldn't do a variance because it would mean sitting out of sports, and I didn't want to do that, so I chose to go to Bishop Manogue High School, because I had cousins that went to Manogue. Although Manogue was a AA school for tennis, I was able to play AAA tennis, but with basketball and softball I competed at the AA level with Manogue at that time.

So, most of the teams that they were playing for tennis were AAA?

Absolutely, like Reed High and Wooster, et cetera. Of course, those schools have gone up to AAAA now, but that was the one thing we wanted to make sure of, that I could play AAA, because

that is what colleges were going to be looking at. Most of the smaller schools that were AA for tennis had no one else to play, so they had to play AAA.

At this point you probably would have been doing the rankings and everything?

Yes. I played locally in all the junior tournaments, and at that point I had also started traveling, even in middle school, to northern California which had always been one of the top regions for tennis in the country. I had my first ranking when I was twelve in California and still played during high school. I had a couple counterparts, very good friends that chose not to play high school tennis. One girl in town—all she did was play in national and regional tournaments; I think she played one year in high school. My parents just thought that, even though I was playing outside the area, I needed to still be involved with my school and still be involved locally. I'm glad that they made that decision, because I think it made all the difference in the world, not separating myself from other athletes in town in tennis.

Yet, you were still competing on a larger basis, so you had a foot in both camps. Do you think that had an impact when you went on to college?

Yes, with how it impacted me; I never lost sight of where I was from, not that everybody does. Quite honestly, it was two different worlds; you were a superstar locally, and then you went to California, and you were a nobody. You were really at the bottom of the pool, because the competition was so fierce. It helped me mentally at the local level, and then it made me step it up when I went to California, so I think it was a good mix, and it also helped with team camaraderie. There were other tennis players on the team with me who were not as strong; for them tennis was just for fun, but that team unity had always been important to my family, my mom and dad. I never lost sight of that, keeping my foot here in the state, as well.

In high school you were obviously playing tennis. Were you still playing softball and basketball?

Yes. In fact, when I was in middle school, traveling to northern California, there would be times where I would travel, play, and, if I lost out, get back in the car and get home for the softball game that night or the next day. I was juggling at that point, and then when I got into high school, I had to make a decision. When I was a freshman I made the varsity softball team; I played one year of varsity softball and at that point had to make a decision. One of the sports, meaning basketball or softball, had to go by the wayside. It was too hard; I couldn't afford to take as much time off in the off season from tennis, so I actually chose to give up softball, which was hard. Basketball just naturally kept me in shape, and I chose to continue on the varsity team for basketball.

My dad was very connected; he was a national champion fast-pitch softball player, and I grew up at the ball fields, but it was just too much time away from tennis. The goal at the end of the day, even at that age, was to get a scholarship to play in college. To go on, I knew I had to dedicate more time on and off season for tennis.

When you were in high school, who were your coaches?

My high-school tennis coaches were Laura Desimore, Carol Salika, and Bob Daves, who were all local tennis players. For high-school basketball, my coach was Al Rogers, and then his sister, Karen Rogers, took over one year. Al is now with the City of Reno, and is from Elko, originally. Good coaches and good people—I learned a lot from them; I was lucky to have pretty much the same coaches all through high school.

What other types of organizations were you involved in? I know you were involved in student government.

I was involved in Sodality at Manogue, which was volunteering; you had to do so many hours and so many projects. We didn't have a yearbook

when I was there, so there was no yearbook staff. I was usually an officer in every class for the four years I was there. Manogue was interesting, because it was small; there wasn't a whole ton of stuff that you could do like at a public school. I had to take religion, which was great.

Out of the coaches that you had in high school were there any that had a particular impact or influence on you?

I had coaches at the high school level there, but I also had private coaches. For tennis, I had a gentleman by the name of Gar Glenney, and I just remember when he died I cried and cried. He was really my first coach and a former pro; he opened up the tennis courts at the MGM Grand when it first opened. Gar and Faye Glenney owned the tennis shop and then ran the courts. If you look him up in history he was quite the player. He was older when he coached me, in his sixties and seventies, probably even older than that. He just made it so fun; I really owe a lot to him, because I was really young when I started with him, and at that point it was very important to get the basics down, and I always enjoyed going to this big indoor facility—I was about eight or nine. He was just a great man. I remember in those days I was told, "Eat lots of pasta before your match," which has totally changed now. Being that young I don't remember anything specific to instruction, but more of the mental part of trying to enjoy and have fun, which is probably fitting for that age. Gar was the first person close to me who passed away, and it was really traumatic for me. I was very close to him and his wife.

From there, Scott Buell, another great guy, took over as coach at the MGM. Scott's kids grew up here and went to Reno High. The other one that really stands out is Bob Deller. Bob is still here in Reno, and I remember Bob, because he was a son of a gun. [laughter] He started coaching me in high school, and, quite honestly, I hated him at first. He's tough; he just says it like it is—there is no sugar coating it. He'd tell me, "You're flat out lazy today. It's not getting it." He was also very hard to please; I had to be perfect, and I was never going

to be perfect. I still see Bob now; he is another former tennis pro.

Meanwhile, I had Carol and Laura as high school coaches, but I had private lessons with Bob. I was always trying to goad him, because it was like, "I can never be perfect!" And my game was probably at its best because of him. You would see traces of him being human, but he was really tough, and he knew what it took. He was very good with sportsmanship, and I think I learned discipline and the mental capacity, as tennis is 99 percent mental. Bob was fantastic.

With basketball my mom and dad coached me for most of the time, and then Tim Griffin, another native Nevadan who lives here and was a principal at Reed High in Sparks. I still see him; my dad and he coached together. As you can imagine, teaching or coaching your own child can be a challenge, and I was strong headed. Tim was another one, very much like Bob Deller, who was just tough. No B.S., no complaining—these were very disciplined individuals. Again, I had a tendency not to like the discipline people; I thought they were too tough. Yet, I still gave 100 percent; I still kept going. He was a great sportsman at the same time, and he taught me a lot of really great skills that I'll never forget.

Primarily, those two coached me all through middle school, and then, of course, in high school it was a different coach. Al Rogers was great; he was young for being a high school coach, probably in his early twenties. Al was very even keeled, kind of opposite, disciplined but not mean, and I really grew to respect him. In fact, now I see him in the business world. I'll never forget when I went to Leadership Reno-Sparks, a Chamber of Commerce program, and he was in my class. You had to introduce yourself and how many people you knew in the class. I just said, "I'm Kerri Garcia, blah, blah, blah, and Al Rogers was my basketball coach." He turned bright red! I still see him out and about in the community, and he is still Coach Rogers; it will never change. We had some really good, successful years in high school on the team, and then some not so good when I was a senior during rebuilding years. I have a lot of respect for almost everybody that has ever coached me.

It sounds like you had a lot of opportunities to play sports. What girls' sports did they have at Manogue while you were there?

At Manogue they had tennis, basketball, softball, volleyball, track, and cross-country. Soccer was not big then in the early 1980s, and they didn't have lacrosse or bowling. Manogue was still fairly small.

What kind of support did you feel that the girls' sports got at Manogue relative to some of the boys' sports or what people were getting elsewhere?

At that age I don't know if I realized the difference between public and private schools, as far as support. I know Manogue was special, because we were small. We didn't have a bus to take us everywhere; it was parents traveling. Money came right out of your pocket for uniforms and all of those things. Even though we were small, and we had to pay for some of that stuff; in one way or another it was probably easier. Parents were more involved; things got done a lot quicker and easier. As far as Manogue, male and female, I never felt like we didn't get our fair share, but the boys were elevated. When they won the title, they got the sweatshirts and the hats, and I don't remember ever getting anything like that. I never felt cheated, believe it or not, but now that you ask me, yes, I did notice that the boys always got the fancier stuff, and there was always a little bit more attention on the boys. I do remember that boys always had their own weight room, and the girls were *allowed* to use it. Manogue had this new addition put on—it was a huge weight room, and it was a big deal—and it was the boys' weight room. The boys' teams always had the locker room, but then they also had the special room where they had couches for the varsity team. We didn't have that until I was a sophomore or junior, and it was in the basement. You had to walk through a cave, practically, to get to it; there were a lot of underground tunnels at Manogue.

Did you notice, when you were at competitions, differential treatment with the male athletes versus

the female athletes? Or since you were all more individual, and it wasn't so much a team-support thing, was that not really an issue?

No, I don't think so. I hate to tell you, but it also had to do with if you were winning or losing, too, unfortunately. Everybody was proud, and people came to the games if you were winning. I was more elevated as an individual. Especially in tennis, you can win as a team, but you can also win as an individual, going on to zone and then state. Some teams go as a team, but very often you'll see a singles player from Reno High, a doubles from Wooster, another singles from Manogue. There's placing, and then there's overall team.

So you can do well as an individual even when the team is not doing that well?

Absolutely, whereas, in basketball you can make an all state or all-American team, but at the end of the day you still have to work as a team to win the title.

Once you got out of Manogue, how did you end up at UNR?

From a young age, my parents instilled in me a lot about education, and I wanted to go on to college. That was my goal from a very young age. I think they do it a lot earlier nowadays, but my junior year, and even as a sophomore, I started getting letters, calls, going to visit colleges, and started narrowing it down. I'd looked at some East Coast schools, but didn't know if I really wanted to go that far, and it really came to a choice between the University of Nevada, Reno and St. Mary's College in Moraga, California. St. Mary's was my first choice, but it was a very expensive private school, and they did not offer full-ride scholarships.

I had some academic and some tennis funding, but it would have cost my parents a lot of money, whereas UNR came up with a full ride, and I had a lot of pride in staying here. The Reynolds School of Journalism was a great motivator as well, one of the best in the country, so I ended up staying here.

Kurt Richter recruited me, and I actually still have the picture, on my mom's dresser, of me in my Manogue uniform signing the letter of intent. I've used that for presentations to show younger girls when someone asks, "Do you have pictures of one of your proudest moments?"

I graduated in 1988 from Manogue, and I started at the university in the fall of 1988 and graduated in 1992. There were a couple local players, but mostly I played with international players—my doubles partner was from South Africa, and one of the top girls was from New Zealand—so we had a really mixed group of individuals. Staying in town was a great decision for me.

When you got to the university, what were your first impressions of women's athletics here?

Well, they were in the old building up by Lawlor, and it was really only one little building; Legacy Hall didn't exist. It was funny, because every coach had their door, and you'd go in and see your coach. It was big time, compared to high school—a lot more coaches, a lot more organization, and a lot more rules. We had random drug tests, but scholastically, I knew I had to have a certain GPA. I was never a straight-A student, more like a B+ student, but I never had to worry about it.

It was a bigger arena, not just little tennis, but a whole array of different sports, and there was a lot of pride involved. I was there on a full ride, and I knew I had to take it very seriously. I had a certain amount of practice time a week and a lot of traveling. It was interesting, because there were athletes all around you. I remember each day when we practiced, football players would walk by the courts. I was proud to be an athlete, and I never had any sense of, "Oh, it's not good to be a female athlete." I never had to deal with any of that, looking back.

So there was no stigma on being a female athlete?

No stigma, at all. In fact, I never had any stigma growing up with it; it was actually a

good thing to be. I realized that in elementary school—whether it was kickball or dodge ball or not even a sport—if you could keep up with the boys and be just as good, they looked at you in a different light. I also remember baseball in elementary school; the guys would bring their mitts, and we would play. I was one of a very few girls that could catch a hardball and play with the guys. I remember thinking, “Jeez, people can like me, because I can do this.” That empowerment and that equality with guys—I realized that in elementary school.

When you first got here, what women's sports do you remember at UNR?

Basketball, track, swimming. Softball was in and out—first they had a team, and then they didn't. When I was there it was on the down again. Soccer had just started, and I'm not sure that they had a soccer team; it was more that soccer was around, like a club sport. Golf was a club sport.

Did they have the rifle team then?

I do not recall, but I don't think so, and no gymnastics. The most prevalent sport was basketball. Track was huge, and so was cross-country. Skiing was kind of like golf; sometimes there wasn't a team, and sometimes they had one. Tennis was kind of second tier, to be quite honest with you.

The men were always more elevated, particularly basketball and football. Those sports drove the money, and they just seemed to get a little more attention, a little more resources. We always had second-hand tennis shoes that Kurt had to go and hustle from different people. Most tennis programs had their own stringer and got their tennis rackets done. Kurt, my coach, was a professional tennis player—a teaching pro—and he had to coach both teams and string our rackets and so on. We never had any “uniform;” we tried to wear matching skirts, and one year it was a grey shirt that just said, “Reno Tennis.” Traveling was on a shoestring budget; Kurt would show up with a van. Sometimes it was from the car pool at the

university; other times it was rented. Ten people would pack in, and away we went.

And for tennis it would have been both the women and the men traveling together?

Yes, usually in separate vans. It was tough, and there were probably some student players driving that shouldn't have been driving; they were legal, but students shouldn't drive. But, you've got to do what you've got to do. I didn't feel totally deprived. When we'd travel and play a Stanford tennis team, it was a totally different ballgame—they were nationally known. I remember feeling a little bit like, “Oh, God. We've got these t-shirts on, and they have these slick outfits.” We weren't super slick, but in 1992, my senior year, we won the Big Sky Conference, and to this day we are the only women's tennis team that has won a conference title. The picture is up at Legacy Hall, and I've got the ring. [laughter]

So, there was parity with the men's team and the women's team. How was the tennis team matched against some of the other women's sports or some of what are considered the men's minor sports, as far as access to travel money and per diem?

I'm not sure about that. Quite honestly, I don't know how the other women's athletic teams traveled. I just know that from an equipment standpoint it was pretty shoestring for us; it wasn't super slick or super professional.

I'm sure as a coach it was frustrating. Kurt was coach for a long time, and he would try to be professional and not get upset. I don't have any proof, but I've heard that scholarships for tennis were cut compared to other sports. I don't necessarily know if that was a female thing; I think it was just tennis in general, and we weren't a money making sport.

Do you know how many scholarships there were the year you came in?

I wasn't always privy to who else was on a full ride, but I'd have to guess that there were



(Left to right) Micheline Craw, Tracey King, Mary Innes, Kerri Garcia, Kurt Richter, Lisa Chacon, Kristen Wertenberger, Kimberly Wertenberger holding their trophies at the 1992 Big Sky Conference.

probably four, maybe five, and I assume men's was the same. If I think back, Mary from South Africa and Tracy from New Zealand had to be on full rides. Juli Hatcher, I'm pretty sure, was on a full ride, so including myself, that is four there. Anything else was probably partials. When I was getting older, Lisa Chacon came on; I would assume she had a full ride.

How many players on each squad?

You had six spots for singles, and three doubles teams. At any given time we probably had ten people. When you came on, if you were a good player, someone on a full ride, you usually had to play both. I never played doubles as a junior tennis player, but I learned doubles when I was in college. By the time I got to college I played anywhere from

four to six in singles, but in doubles I was either a one or a two. I actually became a better doubles player than singles player as I got older.

Did you have trouble with access to the weight rooms?

We never lifted weights in college; that whole weight craze hadn't really hit yet. We had access to trainers; I could utilize the weight room, but I have to tell you, the memories are that the whole football team was always in there, and I always felt like a little tennis player. It wasn't so much female/male; it was just tennis. We'd walk in there, and we felt like, "Who are you?"

We had access to trainers, psychologists too; sometimes we'd have sessions with psychiatrists on visualization, and they would make us tapes.

I always had access to my coach; I used to go up to Kurt's office all the time and just sit down and have a chat. I don't think I ever met with Chris Ault, the athletic director; I remember Angie Taylor fondly. For the most part we tennis players just stuck to ourselves. The courts were so bad at one point that we had to practice at Lakeridge Tennis Club or other courts.

I was going to ask if you used the facilities on campus. I spoke with someone who was with gymnastics, and she said they really didn't have a sense of the other athletes on campus, because they spent so much time at an off-campus facility, and it sounds like for tennis that was similar.

Absolutely. There was a time when I first started that the courts were better. I do remember football practice—the guys would walk behind us. I knew a bunch of the guys, and I'd say, "Hi," but most matches and most of the last couple of years of practice were off campus. It did take away from the whole experience, because we were not right on campus. A lot of the courts were just not conducive to playing on; maybe the front four were OK, but the rest were not.

For practice were you over there, as well?

Yes. My first couple years it seemed like we practiced and played on the campus a little more, and then my last two years it was always at Lakeridge, Reno Tennis Club, Plumas, or Caughlin; we always had to go somewhere else for practice. Lakeridge we did a lot because Kurt used to be the pro there, and we knew a lot of the pros.

Did you end up having to rent court time?

I don't know whether Lakeridge donated it or not; I'm assuming they did. Kurt had to juggle two teams, so there were times when the girls would practice in the day, and the guys would have to come back at eight o'clock at night for practice, or vice versa—the guys would take afternoon, and the girls had to play at eight, nine,

or ten o'clock at night, because it was the only time we could get courts.

Kurt would kind of switch it off between the men and the women?

Yes. He was really good; it just depended on people's classes and the weather, which was challenging. We got to know the guys real well, because we were thrown together with them at practice.

Getting back on the scholarship thing for a moment, do you recall whether there was a difference as far as in-state versus out-of-state students? Were they limited as to how many out-of-state scholarships they could give?

I don't know, but I have to tell you that we had a lot of foreign players. When I was there, we only had two or three, but now you look at the team, and it's almost all foreign.

Why do you think that is?

I did ask Kurt that a long time ago, and he said he didn't have enough money to recruit in the United States as much, and he could get a lot of very good players that just want to come to the United States and play. Quite honestly, he could get them cheaper. If he wanted to keep a couple locals on the team, the scholarships were eaten up quickly. It just seemed like he always had to juggle and be very creative with the money and the scholarships that he had.

You mentioned a couple minutes ago that Angie Taylor was around a lot, and she would have been the senior woman administrator when you got there. Was she there the whole time you were there, or do you remember anybody else doing what Angie was doing?

No, I remember her the whole time. I knew Angie before I went to UNR just from growing up here; my mom knew her. I think she was in that position the whole time. She had been at the

university for a while, and made a difference. It was mostly when I started getting older, when I was a senior, I could see that she tried to make improvements in facilities, not necessarily for tennis, but just in general, and elevating women's sports. I remember we had a banquet at the end of the year, where a lot of the different female athletes were in attendance, and we got to meet each other. She just tried to do some different things and elevate women's sports.

How do you think she approached being an advocate for women's sports?

I think Angie was an athlete herself growing up, and the opportunities were sometimes there for her, and sometimes they weren't. Quite honestly, I think there was a certain mentality at the university when I was there. Chris Ault was very in charge; he was all about men's sports. I really think Angie brought that presence, and she is just a wonderful human being, so that certainly helped.

Looking back on those years, how would you analyze the condition of women's sports at the university? What was the philosophy on campus at the time, for example?

I can only really explain it in how I felt emotionally. I was proud to be an athlete; I was proud to be a native and to be going to the university. I never felt ashamed or anything like that. Now, sitting on the Pack PAWS board and seeing the athletes, I see times have changed. Women in sports have been even more elevated, and there is more money, more opportunity. I never felt like I didn't have that, but it was just different. Again, it was more of a "tennis, the sport" issue than it was male and female; I never really felt a lot of that within tennis. I came from a second tier sport at the university, and I think that has changed now.

There is a new vision at the university now with Cary Groth being a woman, and she is an equal opportunist. I don't think the pendulum should swing so far that we get more than the men.

Let's just be equal; that's all we need. We needed to take those steps to be at the same table. Now I'm up there at the university, and I'm around the athletes, and it feels a little bit better that we are at the table.

Title IX would have been celebrating its twentieth anniversary about the time you were graduating from college. Can you talk about the kind of impact that had, not just for college, but for you wanting to compete on the college level and choosing a high school based on being able to get scholarships? Do you want to talk about some of the implications it had for student-athletes?

I had no idea what Title IX was at that time; I'd never heard about it, never knew about it, although my parents probably did. It was always about grades first with my family—you've got to keep the grades up, and you've got to study, and the skills will follow. It was just about the opportunity to go to school and to have it paid for. As strange as it sounds, I was still pursuing those goals, not really knowing that there was Title IX to help me accomplish it.

By the time you got to college there was enough in place that you didn't have to be as aware of it. It marks a different era, in and of itself.

Totally. It was after college that I started becoming aware, "Wow. That probably impacted the reason why, to some degree, there was a scholarship available for me." I don't know if that is something I should be ashamed of or not.

Well, I think it's important; that it wasn't an issue says something about how far things had come at that point.

It would be interesting to sit down with my mom now and say, "Was that on your radar? Did you know?" It had to be, because she grew up in sports. It just never occurred to me that if I didn't watch my grades and continue to win and continue growing, that I couldn't go to college. And maybe that's to the credit of my parents—there was no barrier there.

Now, I'd like to talk a little bit about tennis more specifically. What were your travel schedules like when you would compete?

Pretty draining. It was never weeks at a time, but we had to get all that taken care of ahead of time with professors, and it could be grueling. We did a lot of travel to California, and we were in the Big Sky, so we did a lot of travel to Idaho and Utah and Montana—some pretty big trips. We could be gone Wednesday, Thursday, Friday, and a weekend; we always had to do homework.

I had a photojournalism class, and I had to take different photos every week. I remember one time that I had an assignment due on a Tuesday—I was out of town the Tuesday before—so I literally had to play my match, in Boise, Idaho, and then go find a zoo to take animal pictures for the class. I got back on Sunday night and had to get into the darkroom Monday and hope to God that what I took was OK.

There was a lot of that, and it was tough, but that taught me discipline, as well. I had to be very organized; I had to be able to keep up, communicate with my teachers. That took me all the way to graduation, because we had a pretty grueling travel schedule during the season, and in the off season we still had to work out. We weren't really allowed to work, but on the weekends I worked for the tennis shop part-time, and it was tough.

I had to do an internship in order to graduate from the Reynolds School of Journalism. Well, I wasn't like everybody else. When was I going to do it? I went to school all day, and then I practiced, and at night we did some things. So, they let me graduate, and then that summer after graduation I did my internship; I moved to Houston and worked at the 1992 Republican National Convention.

Was it usually multiple schools at a tournament, or was it, say, UNR against Stanford?

Sometimes there were tournaments where it was multiple schools. There were two schools

in Salt Lake City, and Kurt would try to set it up so we could play both of them, but a lot of times, no, it was make the long trip and make the long trip back.

At the collegiate level you were obviously playing individual, but did you have matches that were played for team scores and then individual matches that were separate?

If there was a shortage of courts we would mix it up, but usually we tried to put on our singles first. The singles matches would play, and then in the afternoon, the doubles, so we were playing two matches in a day. The singles would go on; one through four would start, depending on how many courts, and then five and six. We'd play all the singles matches, and then the doubles. Doubles usually ended, but occasionally it was easier to put on three doubles instead of all six; it just depended on the courts. Typically, we would get the singles done first and then the doubles, so it was an all-day affair.

So, the scores from all the individual and doubles matches would have gone together for the team scores?

Absolutely. Yes, all together, eight to seven.

So it wasn't scored differently, like gymnastics?

No, not even if we split or anything. I think it was, literally, one point if we won; it was that simple. The traveling was tough, too, because I was an officer in a sorority during school. I was a Theta, and it was a legacy, because my sister was a Theta. I wasn't your typical sorority girl; I didn't think I'd like it—I *loved* it. Theta was a mixture of all different types of girls. [laughter] I was an officer every year that I was in the sorority, and there were times where I'd miss Monday night meetings, but I was able to continue, and I lived in the sorority house all four years.

How long was the season, and what were you allowed to do in the off season with the NCAA?

Summers we usually went our own way; most people moved back home. Fall was the season, but on the off-season there was usually a month or so where we just rested, and then we could get back together, and we would do conditioning. We would run, and we started lifting weights my junior or senior year, but weights weren't that popular. At least, in women's sports it wasn't big yet. I think there was a time limit when we couldn't be on the courts until a certain day, but Kurt would condition us. He would try to get us to do some long distance running, and then we'd do short drills, kind of like what you do in basketball, and just get ready for the season. Once the season started, on the off days it was practice, and then we would be on the road traveling.

Were people still competing individually, or was there no time for that?

No. During the summer we could play tournaments, but we could never, obviously, play for cash. There were amateur tours, and a lot of us did that so we could keep it up; I did a little of it. Some of the girls, like Tracy and Mary, would go back to South Africa or New Zealand for a short time, but most of the time they lived here. They worked during the summer—some taught tennis—because it was expensive to go back and forth. It was a full-time job, I would say, for four years. [laughter]

How many staff members were there? You had Kurt as the coach. Were there any part-time assistant coaches?

Occasionally, he'd bring other people out to hit with us, and then there were a couple of guys—and I can't even remember names—that would kind of manage, but they just came and went. Sometimes they would travel with us, but mostly it was Kurt the whole time. That's why he had to be really disciplined about practicing, and we couldn't have his undivided attention. He might drill us, and then he was over with the boys, then back and forth. It was tough, because they didn't have the budget, and obviously he wasn't

getting paid real well, because he had three other jobs besides tennis coach.

At this point we're pretty much at the end of your undergraduate career. Is there anything else you would like to reflect on as far as that goes?

Not everybody has the opportunity to go to school on an athletic scholarship, or scholarship, period, and have all of their education paid for. I appreciated it then, and I appreciate it a lot more now, for sports in general, just what it's taught me. The discipline and the drive, the pride and the respect—all of those things play into my life every day as a professional. It's kind of a catch-22, the discipline and always wanting to do the best—it can be good, and it can be bad, as in being too driven! [laughter] I'm competitive, but it just taught me a lot of skills and has helped me become the professional that I am and succeed in life, period.

With Title IX or just the increased presence of women in athletics in general, how do you think that's affected the position of women in business?

I think, like sports in general, that a lot has changed. It's an interesting question for me, because, as far as stigmas and discrimination go, I've never, ever faced that. I've never felt threatened, and I've never felt that I couldn't raise the bar. I've continued to grow in my career, and I think they go hand in hand. As we continue, and there's more equality in sports, it can only help women in whatever career choice they make. It's good, but there's almost a bias with women athletes that are in business, "Well, she was an athlete, so . . ." Skills are skills. It's a catch-22.

You can get them in places other than athletics, but athletics do bring something to the table.

They do, and I think that when someone sees that I played, it does get some people's attention. So, yes, I think it has helped women in business a lot. I'm lucky because I've never felt discriminated against, that I couldn't continue up the ladder, that

I hadn't been chosen because I was a woman. I've really never had any negative experiences, and I know that's not always the case. They do go hand in hand; the more we're at the table, and there's equality, it can only spill over into other areas of women's lives.

Now would be a good time to talk about your involvement with Pack PAWS. How did you first become active with that group?

I had heard about Pack PAWS—Promoting and Advancing Women in Sports, a quasi booster club for women's sports at the university—from Debbie Fuetsch, formerly Debbie Seevers, who played tennis with my older sister at the university. We grew up playing tennis together, and she actually recruited me, as a good board member does, as a former athlete who went here. This is going on my third year; she just asked, and I put in my information, and they elected me to the board, and it's brought me back up to the university. After I graduated I had actually quit tennis for ten years; I had just gotten into my career. I'd go to some of the sports at the university, but other than the School of Journalism I wasn't really that involved. It's given me a whole new perspective on athletics with the growth and change and development. I've met new people; some are former athletes, and some are business people—all with a passion for women's sports.

There are still differences even today with the men's AAUN group. They just flat out raise more money; they're doing bigger projects, because a lot of men's sports are dictated through the money that they bring in. It's interesting sitting down with some of those board members. Our budget is tiny, and we are raising money to help build stuff; it's an honor to be on the board.

What do you see as the main purpose of Pack PAWS? Fundraising? Moral support? Advocacy?

When I first started I thought it was strictly fundraising and being supportive to the teams. I still think it's fundraising, but when you look at what we raise versus AAUN and the other groups

on campus that are fundraising, we are a drop in the bucket. The last couple of years we've really been looking at our role as an advocate. We do Girls and Women in Sports Day, which is very centered around the celebration of Title IX, and maybe we need to be outreaching with other women's groups that empower women through sports and through schooling. I think you're going to see us become more of an advocate. Some of that advocacy is programs, sponsorships, and partnerships, but it's also raising awareness of women's sports and going to the games and supporting them. I think those go hand in hand, because if you look across the board it's still higher attendance at the men's sports.

Soccer has come an extremely long way, as well as volleyball and basketball. I think it's being supportive to the women that are in the programs, but we really could be an advocate—educating people about women in sports, about how athletics empowers and educates people.

Pack PAWS had a retreat a couple months ago. We have two boards, and I was lucky because I was one of the younger board members that got to go to the retreat with people like Judge Valerie Cooke. I was absolutely flabbergasted to hear about the days when Joe Crowley was a proponent of Title IX, and Valerie Cooke was of the era where it was not good to be a female and an athlete. They had to fight every way to even have Title IX and then to have it looked at and not just put on the shelf. If athletes from my generation and even younger could just sit in that room and hear the history of where we came from and where we are now, those women would be applauded. It's almost like suffrage; they were the ones that were on the front lines. They were the ones that have allowed me the freedom of never having to feel like there's the glass ceiling in business and in sports.

Joe Crowley, thank God, was supportive, but it was just mind boggling to hear that they still had to keep on everybody and keep fighting. Just the names of people like Lue Lilly and Pat Miltenberger—it was an eye opener.

From that session, one of our goals for Pack PAWS is that we need to communicate this history—not necessarily through the media—but

to women and girls that are coming up. They need to be in awe, like I was, hearing about this, because I don't think most people have any clue. They just know that they have always been able to play basketball and they will always have that opportunity. It was really inspiring, and Pack PAWS has allowed me to be knowledgeable about it.

What have you been involved in as far as committees, positions, or events?

The three years that I have been on the board I have chaired the Salute to Champions Dinner, a community dinner to raise funds for women athletes and the Athletics Department. Every year we try to bring in an athlete to speak. We've had Jennie Finch, Lisa Fernandez, and soccer player, Julie Foudy, former all-Americans, Olympians, professionals—just really great speakers. We've tried to reach out to the community to get the younger girl athletes to come and see all the different athletes at the university and be inspired by whoever is speaking. It's been successful; we've steadily grown it, and I think we will continue to do that.

The Fall Harvest Food and Wine Pairing really has grown, also. That's a little different, because it's a live and silent auction, and it's a very small group of people—once it sells out, it sells out. But the beauty of it is that all the coaches from the women's teams are our waiters, so we get to tip them and talk to them. That has become a really popular event very quickly.

Those are our two main events, and then Girls and Women in Sports Day, which is more outreach to the community, but it involves all the women's sports. Usually, unless they are traveling, most of the team members for every sport are there. It has been at Lawlor the last couple years, and it's a great event and very popular.

It's really a demonstration, where all around the walkway of Lawlor there will be members of the volleyball, tennis, softball teams, and they will usually be doing a demo. The athletes will show how to dribble, and then the younger girls get to dribble. For tennis they have mini courts set up.

The girls get to interact with the athletes and learn about the university. There are giveaways, lunch, and usually there's a basketball game. The last couple years we have had two middle school teams play. It's just a day to celebrate and to be proud, and it's great seeing kids.

Last year I ran into someone who I had played basketball against; she was my high-school enemy back in the day! She played for Incline and was a great player, and here she was bringing her little girl to the event. Even though I don't have kids, it was really touching. I was thinking, "You were a point guard, and I was a point guard; we were competitive," and here she was instilling the same lessons and involving her daughter in sports at a young age.

Since you were involved with Salute to Champions, can you talk a little bit about the selection of the speakers over time?



A member of the volleyball team with children at Girls and Women in Sports Day.

We try to vary the selection; a lot of it depends on the budget, but we really try to get speakers that, one, have been successful and, two, are a role model. Is she someone that we want to have Pack PAWS' name associated with, and is she going to be a good speaker? We've had some really good ones. Lisa Fernandez was outstanding; in fact, the three years that I have been there, all of them have been outstanding. They are willing to stand and sign every autograph and talk to the girls and really show the human side. The last three have been fairly young, but from what I've understood, they haven't faced too many barriers either, again, thanks to those before us. Lisa Fernandez talked about never knowing that she couldn't go on to college or couldn't be an Olympian—no one told her. She talked about being thankful for the women before us, a lot of whom are going to be interviewed for this book. The trials and tribulations they went through—I respect that, and I wish more people knew the history. So, we've raised a lot of money, and it's a good event. We're always trying to raise the bar every year, and I've had a blast putting it on.

For the dinner we're up to about five or six hundred people. The speakers have been phenomenal, and we usually try to get them to stay and maybe do a seminar or something along with it; they might meet with one of the girls' teams. It will be interesting, going into the future, to see how we will tweak that, especially becoming an advocate. We might go away and just do another type of partnership out in the community. We've tried to reach out to the young girls that play softball or soccer, and they love it, so it's growing.

It looks like names that would be appealing to younger athletes.

Yes, we had quite a few softball teams that came last year, and soccer was really popular. Then, of course, we give the individual awards; we give a Pride of Nevada, and we give a youth award for middle school girls, and we reach out to their counselors, teachers, and parents to

submit nominations. We are looking at athletics involvement and academics. I have taken stacks and stacks of them home, and there are some outstanding girls—minority, non-minority, at-risk. They continue to strive and do well, and it's touching to read the nominations and then to see the girls.

Talk about a small world—the second year that I was on the board the youth award winner was just outstanding, and I thought, “I can't wait to meet this girl.” Well, I had played tennis with her mother, a great athlete, too. I hadn't seen her for twelve, thirteen, maybe fifteen, years, and it was really touching to know that her daughter was being awarded.

The Pride of Nevada Award winners have also been amazing. They could be former coaches—they can't be coaching when they get the award. Lue Lilly was one of the winners. Bud Beasley's wife, Nellie, won last year—she played all different sports. She wouldn't tell us her age, but she's got to be in her late eighties or nineties, and she is sharper than a tack and very well respected. She even taught my mother how to bowl, and now she is teaching my nephew. She is just a little pill, an amazing lady, and one of the inspiring ladies that helped plow the way. So, the winner doesn't have to be an all-star on the basketball team or one of the main sports. Nellie Beasley played a variety of sports, but her whole push was the equality and the opportunities afforded to women. She got up there and spoke, and we were so glad we could honor her, because a lot of people in this town learned from her, and now their kids and grandkids are, too.

Any final thoughts either on Pack PAWS or women's athletics generally, or your college career?

You know, I'm just thankful for the opportunities that I've been given. Life has come full circle now. There are a lot of things I didn't realize when I was younger, but I do now. I have to say that I really do owe almost all of it to my parents. Whether you have that support or not, I think you can still be successful—there are many people who are—but I had support from

day one. I was never pushed into playing sports; if I wanted to play I could, and I never felt any barriers, or maybe my parents hid it from me. I could have been anything I wanted; if I wanted to play sports, great. I just think that for girls at a young age it's really important. It all started with my parents; I definitely would not be here or be who I am without them. I'm thankful every day.

MIKE ANDERSON

Mike Anderson: I was born in San Francisco, California in 1957. My mom Betty was a cocktail waitress who stopped school when she was sixteen to work for her family, and my dad Frank was a construction worker who, again, didn't finish high school, but ended up getting his GED and went on to become an airline pilot.

Allison Tracy: Did he have any sort of military experience that led him to being a pilot?

No. He was just a usual grunt, a deep sea diver in the navy and then got a construction job and wanted to do something more. He put himself through flight school and did the civilian training route to becoming an airline pilot.

Do you have any brothers or sisters?

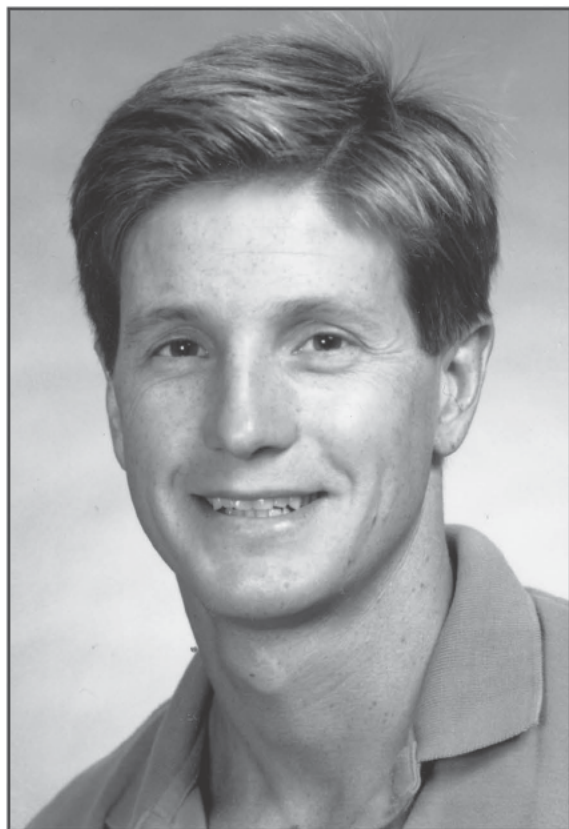
I have a sister who is two years younger than I am. She lives in Kwajalein in the Marshall Islands.

How did you first get involved in sports when you were a kid?

Like any man, I've always thought sports were a lot of fun. We grew up not very well off.

Nobody from our family had ever finished high school before. My parents gave me martial arts lessons for my thirteenth birthday, and that gave me some drive, determination, and focus. I had always fancied myself as a surfer and athlete growing up in San Francisco, so I joined a swim team. There was a kindly coach by the name of John Moges at the local pool who took an interest in me and told me that if I did exactly what he said, exactly when he said it, for the next two years, that I would be able to go to college. So I didn't start swimming until I was fifteen years old, and a year after that I ended up being city champion in a couple events. I went to George Washington High School in San Francisco for my sophomore and junior years, and then I transferred to Marshfield High School in Coos Bay, Oregon, for my senior year, after my family moved. I ended up placing at the Oregon State Championships my senior year, which was not bad for only swimming for two years.

When I was in high school, I swam the 50 free [freestyle], 100 free, and 200 free. I remember my very first time that I swam at a swim meet. It was in my sophomore year, and I went a 1:21 in the 100 free and a 2:55 in the 200 free. One year later, at the same meet, I went a :52 in the 100 free and



Mike Anderson

a 2:01 in the 200 free. I got progressively faster from there.

In San Francisco and Oregon, do you have any memories of what was going on with women's athletics at the time?

In San Francisco I remember girls were on the cusp of having the opportunity to swim or do athletics in high school. I remember our high school coach, and other coaches in the office, were not real keen on the idea. The San Francisco High School Athletic Association had decided that if girls wanted to compete they were welcome to, but there would not be any separate girls' teams, and they would have to make the cuts and swim with the boys. Girls and boys competed against each other at the same time in

the same races, so if there was a champion in the 100 freestyle, it could have been a boy or a girl.

This was back in 1972 to 1974, and I think that it was done that way to discourage female participation. For example, with track and field, ball sports like football and basketball, it would have been much tougher for a girl, who had less strength and size for the same age, to really be competitive. So, I think it was done to discourage female participation.

Do you remember if the decision to "allow" girls to participate had anything to do with Title IX?

I think it had to do with Title IX, but, again, I was only sixteen years old at the time, so it was before I was really involved in Title IX myself. I know it was mandated by the city, and the coaches back then were all pretty much old guard World War II and Korean War veterans, and they weren't real keen on it. But when I moved to Oregon my senior year it was much more progressive. It was a state association, and the Oregon State High School Activities Association had already mandated separate female teams for a couple of years. So, where San Francisco was forcing the girls to compete with the boys, the state of Oregon had, at the same time, immediately split boys and girls into separate teams.

When they said that girls could compete in San Francisco, do you remember a lot of girls actually starting to compete?

Absolutely. We had heaps of girls on our team. The funny part was, with how swimming operates, the club kids totally dominated the scene. The club girls were pretty good and could easily beat the high school boys that didn't swim year-round, so at the city championships there were quite a few girls who won city titles. I thought that was great, because they were all on my club team, so we all swam together and competed together. We actually cheered for each other as much as we cheered for our own schools.

At the time, did San Francisco have a good club system in terms of swimming?

It was fair. It's funny because northern California and the Bay Area are hotbeds of Olympic swimming, but in the center of it all, right in the city limits of San Francisco, club swimming is actually pretty weak. Around it you have Santa Clara, Walnut Creek, and the Marin aquatic clubs—all of these powerhouses around San Francisco—but actually in the city it's not nearly as strong.

When you went up to Oregon, do you remember what teams were available for girls at that point?

At Marshfield I know they had separate tennis, track, volleyball, basketball, and swimming. I believe there was also a gymnastics team, but it was short lived, because the equipment was expensive, and there weren't that many people to compete against.

In your senior year of high school, were you being recruited to swim in college?

Yes, and I had applied to three schools. Two of them were USC (University of Southern California) and Indiana University, which were both big swimming hotbeds at the time. Then a man named Jim Brick sent me a letter and called me from a private school called Willamette University, which I had never heard of before.

Being from California I knew where Cal, UCLA, USC, and those places were, but I wasn't familiar with the small-college, Pacific-Northwest scene. He kept calling me, and I ended up being accepted to all three schools, but I got the recruiting trip to Willamette. So, I got on the bus and bused up to Willamette and was there for a weekend. I ended up going there, because they offered a great financial aid package.

At this time my parents were divorced, and my mom was an ex-cocktail waitress working at a small restaurant in Coos Bay, so the financial aid package pretty much told the tale of where

I went. I was good enough to be a member of the team at a big school, but I was good enough to be the star of a team at Willamette. I guessed my monetary worth would get me further at Willamette, so I ended up going there.

So the financial aid package that they offered you wouldn't have been any different for in-state versus out-of-state?

No, it was the same. Willamette is the oldest university west of the Mississippi, and I think it goes for about \$40,000 a year right now.

I graduated from high school and started college that same fall in 1975, then graduated college four years later in 1979. I did really well during my time there. This was back in the old days, back in the mid-1970s, so my times aren't that flashy right now, but back then I went :47 in the 100 free, about 1:45 in the 200 free, and :21 in the 50. I was a seven-time All-American in college.

I had a very positive career while I was there, and I had a great relationship with my coach. The team had just started with a brand new pool, so we were in on the ground floor, and it was a lot of fun. The swimmers were kind of the big men on campus, because we were one of the few teams that were successful on a national level.

There are four divisions in swimming. There is NCAA Division I, II, and III, and there is another accrediting agency called the NAIA (National Association for Intercollegiate Athletics). In those days Willamette was part of the NAIA, but now it has gone to Division III.

The NAIA incorporates all of the non-NCAA schools, from schools that hand out athletic scholarships to schools that don't, where in the NCAA it is heavily mandated. Division I has rules on how many scholarships you can give out; Division II is the same thing, but the athletic scholarships are all less. In Division III there are no athletic scholarships allowed.

What was happening with women's athletics at Willamette while you were there?

They were part of the AIAW (Association for Intercollegiate Athletics for Women), which was the precursor to women's athletics in the NCAA. Originally, the NCAA wanted nothing to do with women's athletics and actively fought to suppress it, so the AIAW was started by a bunch of the old-school women that had pushed through Title IX. It quickly went into two divisions, Division I and Division II, for different-sized schools.

After a few years, it was obvious that the women's athletics movement was not going to go away. It was gaining popularity, gaining schools, and most importantly gaining budget money from colleges, so the NCAA swooped in and took all those schools away from the AIAW. It had better name recognition, so if a school had an opportunity to be part of the NCAA, they would dump the AIAW and go with the NCAA just because of the big name recognition that went along with it.

Actually, the University of Nevada hosted the AIAW National Swimming Championships in 1979. That was the first year it had been split [into divisions], so it was the AIAW Small College Division that Nevada hosted.

Lombardi was a pretty new facility, and the fact that they had two pools was kind of a big deal back then, especially in the Small College Division. Schools were just getting going then, and Jerry Ballew had recruited a fair amount of pretty decent girls from the local clubs and some California clubs that were able to do a good job at the AIAW Small College Division. They ended up winning the national championship.

Do you remember what teams were available for women at Willamette while you were there?

There was swimming and diving, track and field, basketball, tennis, cross-country, and volleyball, and that was it. From a beginning standpoint, there were a pretty good number of teams. Was it on par with the opportunities that the men had? Hardly. But it was a good beginning, and it was probably representative of the interest level at the time, intercollegiately and across America.

You had said that swimming was definitely a competitive team for Willamette, but were there other good teams, either on the men's or women's side?

I would say the only team at the national level might have been the track team, but the swimming team was by far and away the most competitive team nationally for men *and* women at Willamette. We had national champions and all of that, and no other sport at the school could say that.

Do you remember any sort of talk on campus about Title IX?

At that time, as an undergraduate, it was just a thing that was out there that jump-started opportunities for girls to have a chance to compete in college. There was some bitterness on the part of football coaches and men's basketball coaches, because the money for all the women's sports had to be carved out of something. Nobody was going to put more dollars into it, and so, essentially, it just got taken away from other sports.

Generally speaking, do you think Willamette was supportive of women's athletics?

Generally speaking I'd say they were. Women didn't receive the same amount of press or adulation, but I don't remember if that was so much a gender thing as it was just a sport thing. Football, basketball, and baseball are always going to be the dominant press clippings. Let's face it, in basketball, it is much more fun to watch men play above the rim than it is to watch women play below the rim. It's just a different game.

How much of a discrepancy was there, if any, between the support that men got at Willamette and the support that women got at Willamette?

It was my impression that they were relatively equal, although I think that the booster organization, the Cardinal Round Table, contributed money to athletes' financial aid

packages. I think it was just for the men, though. I don't believe they did it for the women.

What did you end up studying while you were at Willamette?

As an undergraduate, I was a triple major in education, psychology, and physical education. I still graduated in four years. I was taking about twenty-two credits a semester.

What did you do between when you graduated from college and when you came to UNR?

I did lots of club coaching at that time. I was originally hired as a tennis, cross-country, and swimming coach at a brand new high school in Salem, Oregon, where Willamette was. I started the cross-country job, and about a month into it a brand new swimming facility opened up in Bend, Oregon, which is right in the center of the state and is a big ski resort town. They needed somebody to run the pool, be the head coach of a club team there, and begin high school swimming at both the high schools, so I went over there and did that. I was coaching two different high schools and a club team and managing a pool at the same time, and I did that for three years and took that as far as it was able to go.

I then left to go to Norfolk and Virginia Beach, Virginia, to work with a bigger club that had Olympic trial qualifiers. I wanted to get some more experience at the higher-end, more elite level of swimming. I was there for two years, then there was a nationally advertised job opening in Reno, Nevada, at the Reno Aquatic Club. I applied for that, flew out and interviewed for it, and got that position.

It was a full-time coaching position, and that was right when Idlewild Pool opened up, so we had use of Moana Pool, Northwest Pool, and Idlewild Pool. There were about seventy-five kids in the club at the time. I coached that for five years, and when we were done we had 300 kids in the club and were one of the top ten clubs in the country. A lot of kids came out of the club and went on to be champion swimmers, and one

of them was a U.S. record holder and a national team member.

I went from there directly into a coaching position at the University of Nevada in 1989, which paid a whopping \$10,000. They just needed somebody to babysit the program. They had tried to drop the program, and then community support and whatnot kept that from happening. I walked in and got a program that had a \$500 travel budget, \$500 recruiting budget, and \$500 in scholarship money. The coaching salary was \$10,000, and I thought, "Well, this is the only way I'm going to be able to be head coach of a Division I team." At that time the university had just gone Division I.

All these things kind of made a perfect storm. Instead of having to go up through the college coaching food chain as an assistant coach, I was able to go from a head coach of a major club team to head coach of probably one of the worst collegiate teams at the Division I level in America. It didn't look bad, because I was the head coach of a Division I team. I figured the world was my oyster, and I could make it into whatever I wanted to. That started my ten-year love affair with the University of Nevada, and building that program, with all of the frustrations involved in that, and the round and rounds with Chris Ault. [laughter]

Chris was the athletic director, and the women's athletic director was a wonderful woman named Anne Hope. There was no interest whatsoever by anybody in helping the swim team. The people in charge of Lombardi and the scheduling people down on the lower campus were trying to schedule the swim team out of the pool, so they couldn't use it. There just wasn't a whole lot of support, except for Anne.

Anne hired me and believed in me and felt we could do some special things. She stepped up to the bat and really protected me when all these things were going on. She would be making phone calls down to scheduling saying, "Over my dead body. You are not scheduling them out of there, and, as a matter of fact, they are going to have whatever time they want."

She fought some battles for me up at Lombardi with the PE [Physical Education] people up there. She was a very special woman,



*Anne Hope, basketball coach
and women's athletics director.*

and she rose to the occasion and took some hits. She had to resign a year later, partly because she was standing up to some powers that be. She had been the women's basketball coach and the women's athletic director, and she had been there for a few years, but I think she took some political hits for that.

When Anne left, who then took over as women's athletic director?

Angie Taylor had been a basketball player at Nevada, and she was in a position as sports information director. This was at the very beginning of getting information out on women's sports. She was just a young girl, twenty-two or twenty-three, and Chris Ault tapped her to be the women's athletic director. She was completely

overwhelmed at first, trying to do something that she wasn't really qualified for. I think Chris hired her because of that—so he could make things happen the way he wanted them to happen. But Angie really grew into the position. Her dream was to have women's athletics be much, much better than it was. The more she read, and the more she went to seminars and talked to other athletic directors, the more she learned about Title IX and ways to leverage that into more support for women's athletics.

She came up with the idea of a Salute to Champions dinner, where she would bring in top female athletes for a giant soiree and dinner that was really received well in the community. She raised heaps of money with that—of which Chris would take a lot, and then he would raise the women's budget. He was always telling me that he was raising the women's budget by "x" amount, but it was always the same amount of money that Angie would raise. [laughter]

You've got to love the politics of the whole thing, you know? But Angie was really good, because she was really good at keeping Chris happy and letting him think that he was in charge, but still getting things done. She was able to do that for ten years or so, and then I think it just got to the point where *she* got too big, and Chris pretty much forced her out.

Do you remember anything specifically that Chris was doing to support women's athletics?

At that time he was the only athletic director in America at a Division I school that was athletic director and head football coach, so he was wearing two hats. Chris does some things really, really well. Number one, he is a fantastic survivor, and number two, he is a really good football coach. He is a fantastic fundraiser and a great speaker. It's just that he was really slow to get on the support for women's athletics. He was more "old school" and just didn't see women's athletics as being viable. It was forced on him, and to his credit he has adapted and changed, and I think he has come to see the light. I don't know how big of a supporter he is. He was a football coach first, and

then he was just athletic director, where he went through a series of bad hires in football coaches, and then he had to take over the program and wear both hats again.

Joe Crowley was Chris' protector, and Joe Crowley is probably the greatest university president I've ever been around. I just can't say enough about the man; he is a great guy, personally, and he is a fantastic administrator. You know he loves to talk, though. [laughter]

He is the kind of guy that, when I go back to Reno, I'll call him up, and he'll invite me to come down to his office, and we'll chat for an *hour*. Here I am, an ex-Nevada swimming coach, and he has the time to do that for me. That is just the kind of guy he is.

So, when Joe left, Chris was exposed, and he had no one protecting him. Chris is a bit of a bull in a china shop, kind of the way I am. If he sees something, he goes after it and gets it, but there might be a few bodies lying around. He has run roughshod over some people to get stadiums built, to get Legacy Hall built, to get money for athletics—all of the things that he needed to do and that were good to get done. However, a couple people's oxes got gored in the process.

The new university president came on, and that was not a good combination for Chris. At that point, he was forced to take the football job if he wanted to stay there, and he has been there ever since. I think the time has come, though, for him to be athletic director again. I'm just not real impressed with Cary Groth.

Is there anything, specifically, that she has done that you are not impressed by, or is there just a general sense that you get?

It's funny, I get people from the department still calling me, since she has been there, and she has got no support within her own department. I've been out of the loop for about ten years, but people are still contacting me and saying, "You would not believe what is going on over here." I don't want to drag Cary's name through the mud or anything. It's just that the biggest job for an athletic director is to raise money, hire good

people, and let them win. I just think Nevada could be a lot better than what it is.

When you first came on as a coach, what were considered to be the major women's sports at that time?

There weren't any. None of the programs were successful, with the exception of some individuals on the women's ski team, but that was it. The team sports were dismal, the swim team was barely hanging on, and the women's track team I don't think had really started yet. So, we were all pretty much in the same bucket with how good the teams were when I started there.

At the time, women had volleyball, basketball, swimming and diving, tennis, golf, skiing—both cross-country and downhill—and I don't know if women's track had started then or not. I know Roger Bowen was the head coach then, and he had a fantastic, kick-ass track team, which Chris cut. [laughter] Actually, the men's track team was the most successful team in the entire Athletics Department when it was cut.

You said that when you started the university had just made the move to Division I?

Yes. I just took over the program and inherited this team, which was kept together by the previous coach, Cindy. She had coached for two years and was actually the person that kept it from being chopped. She got all the data and the Title IX stuff and went to bat directly with Chris Ault. She raised community support, and they ended up cutting women's softball instead. They had to cut one of those two sports because of budgets, and she politicked well enough so that it was women's softball that got cut and not swimming. It was either/or, and it was going to be swimming, but then she convinced the powers that be that it shouldn't be swimming. Not that she thought that it should be softball—she was trying to save both of them—but Chris was going to cut one.

It seems to me that the move up to Division I also included a conference change, correct?

I think initially, when I first took over the program, the first few years we were in the Big Sky. The school was Division I, but football was still I-AA, so we were still in the Big Sky Conference. During that time swimming was in an independent swimming conference called the Pacific Collegiate Swim Conference, PCSC. Later we switched to the Big West, and the change from the Big West to the WAC happened the year that I left.

What effect did the conference changes have on women's athletics?

It had a huge impact, because once you were into Division I there were certain things that you had to have in order to be accepted into a conference. For the first time the Athletics Department had to have "x" amount of dollars and fund "x" amount of sports for women's athletics in order to be a member of that conference. Every conference change has been a step up for what the women had to have. It has forced the university to make some positive changes in budgeting and facilities.

How did conference changes affect recruiting?

It didn't really affect swimming, because unless you are swimming in the Pac 10, the Big 10, the Big 12, or the SEC, the conference doesn't really make a big difference. At the mid-major level, swimmers aren't looking for conference—they are looking for coaching expertise and facilities, those kinds of things.

The PCSC conference championships and the Big West championships were all held in the same pool down at Belmont Plaza in Long Beach. It didn't make a difference on where we were swimming, because our conference championships continued to be at the same place—just the following weekend or the previous weekend. That is a great facility, and the Pac 10 uses it, too. There are about four conference championships in a row there during the spring.

What sort of things did you have to do for those first few years to actually build up the team?

I had to raise money like a mad man, essentially, because I was making the girls peanut butter and jelly sandwiches myself at home for their lunches for our trips. We were asking for donations for swimsuits. It was really pathetic. I spent most of my time raising money, not only for equipment and things the girls had to have—food and travel money so we could actually get in some vans and drive different places—but also for scholarships. I had a fairly extensive network from my club coaching contacts, so I was able to utilize that.

The first thing I did was really jump both feet into not only training the girls that we had at a much higher level, but also recruiting girls that were at a whole different level, and that caused some problems, actually. The handful of girls that could take the increased training did really, really well. The girls at the bottom that really had no business being in a Division I swimming program were pretty much forced off the team, because they literally could not keep up. It is kind of like when you take the mom jogging program, where everyone is jogging two miles a day, and all of sudden you make everybody run ten miles a day, and there are about three moms that can do it. The rest of them go and start doing step aerobics.

You said that when you first started you had \$500 for scholarship money?

Yes, and that was divided up among twenty girls. I think that paid for a notebook for each of them. [laughter]

At that point, do you remember what the full number of scholarships you were allowed was?

Fourteen out-of-state, full-ride scholarships was what we were allowed. We had \$500, and we were allowed to have about \$178,000.

How did that change over the years?

It averaged out to me being allowed to add one scholarship per year. There were some years

when we didn't get any increase, but on average I would get one more scholarship per year, so after ten years, I think I had eleven scholarships.

By the time you left had the full number allowed by the NCAA changed at all?

Absolutely not. That is actually one of the reasons why I left. Here we were, ranked in the top ten in Division I, up there with Stanford, Florida, Texas, Georgetown, and USC. We were the most successful athletic program at the university, for men or women.

When we would come back from a swim meet there would be all three TV stations on the jetway at the airport filming an interview with my girls as they got off the airplane. When we would start our fall practice it was like March Madness—people were there at our first practice. It was a really big deal. The stands were standing room only; you would have to actually stand at the windows at Lombardi because you literally could not get in. The band was there and would play during the events. It was a big, big deal.

It was a real struggle to get anything. I was still working with a recruiting budget of about \$1,000. We had to pretty much go everywhere in vans—like trips to LA—while everybody else was flying. We were still fighting with scheduling and Lombardi. I had just gotten done with the entire diving facility. All of that construction work, equipment, and labor was donated free to the university, and the PE department actually tried to stop us from doing it.

What was their reasoning behind it?

Because it was athletics. They considered Lombardi a PE facility, not a university facility. If you have been to other collegiate swim facilities, it is actually a fairly below-mediocre facility.

The PE Department would purposely schedule classes—like water aerobics—in the diving well during my practices, so the divers couldn't practice. They would put the noisiest class that they could in there to disrupt my practice as much as they could. That was all done on purpose.

Was that something that got worse over the years, or some years it was bad, and some years it was OK?

It was always the same—a huge struggle. It just shouldn't have been that hard. We had taken the team from about 175th to 10th, and there was still no interest or respect from the university itself, with the exception of Joe Crowley. When he was in town, he never missed a meet. The man was always in the stands.

How many seasons did it take you to get from your humble beginnings to being a very competitive team?

I think that it was my second, third, and fourth years that we went three years being undefeated. Now, during that time, we were not swimming Cal and Stanford. We were swimming UC Davis, UNLV, San Jose State, Sacramento State, and Oregon State—teams that the rest of our school was competing against. Those are the same kind of schools that our football and basketball teams were playing. As far as swimming, they were all mediocre schools. In the beginning to the middle of the stint when I was there, we were the best of the mediocre teams. We made some quantum leaps with some key recruits, and that is what put us at a whole different level.

How difficult was competitive recruiting with the budget that you had?

It was amazing. [laughter] The kids had to take their own trips up to Reno. They were getting all of their expenses paid to go other places, and when they came to Nevada they would have to drive up with Mom and Dad or their boyfriend and do all that. It was pretty sad.

I felt like a bit of a huckster, actually. I had to sell something that was sort of smoke and mirrors. I was selling them on the swim program and the university, but I never told them about any lack of support. I tried to be like a duck swimming upstream where his little feet are beating like hell, but on top the feathers are pretty much unruffled. That was kind of my philosophy.

Did you ever lose any recruits when they actually came to UNR?

Absolutely. When I got my first couple scholarships, my philosophy was always to get the big dogs. If you get the big dogs, everybody else comes—as opposed to giving everybody a little bit. If you give everybody a little bit, you get a lot of mediocre people that aren't very engaged in the program. There were kids that turned down a full ride offer from us to walk-on at Cal, Stanford, or USC, with no money.

Were the athletes more local kids, or did you have a good mix of local and regional?

Not too many local kids, because there aren't that many good local kids to come out of Nevada that can compete at the Division I level—period. Those that can compete at the level that I was looking to recruit for were trying to get the heck out of Nevada, because they were not going to UNR. If they got a chance to go to Stanford, Cal, Texas, Florida, USC, or UCLA, that was where they were going.

Did your budget increase?

Yes, it really increased. There's a thing that happened that I felt really bad about. When the track team was dissolved, the swim team got a major chunk of that. While I was really happy to finally be able to buy swimsuits and basic necessities for my girls, I always felt a real pang of regret. All the women's sports got something, but the swim team got a big chunk because we were the most successful team. Angie rewarded us for that, but I knew we were robbing Peter to pay Paul.

When the men's track team was cut, do you remember how people were talking about it on campus and how people were talking about it in the community?

People were saddened and shocked. Kamy Keshmiri had just won the NAAs in discus and set a new NCAA record. We had all kinds of guys

going to nationals. Enoch Borozinski either won or placed really high in the NCAA decathlon.

When you left UNR, do you remember an actual amount of what your budget was?

Yes. I had eleven scholarships, which was still three under what we were supposed to have. We had multiple Olympians on the team at that point, but it was still a really tight budget. We couldn't get things fixed around the pool. But as far as actual hard numbers, just off the top of my head, I can't remember it.

Now, I managed to track you down through Limin Liu. Was her first year there your last year at UNR?

Yes. I recruited her and Jia Lin Sun and Ping Luo. Jian Li You and I had brought in all the Chinese girls, and I found Jian Li and brought her in. Limin Liu had three years of eligibility; two with me, and when I left, she had her last year with Mike Schrader. She had won NAAs the year before, and then she won NAAs the following year, as well.

When you found one Chinese athlete, was it easier to have those connections to recruit other Chinese athletes?

Yes, absolutely. I wanted to establish a firm recruiting base, not only in the Western U.S., but also in Australia and in China, where I had connections. It all started when I was looking for a diving coach. I was able to switch some funds around and get a small position for a diving coach. I'd say it was full-time, but it was about \$25,000, so I don't know if you can call that full-time.

I was interviewing around and talking to different diving coaches around the country, and there was this lady who had just come from China, who was one of their top Chinese coaches and had been one of their top divers back in the day. She knew nothing about collegiate anything, barely spoke English, had only been in the U.S. for a little bit, and she had a couple of divers with her. They were some young girls—one was in middle

school, and one was in high school—that she had smuggled out of the country with her just to come to America.

My philosophy is to always get the best people you can, and you go from there. So, rather than getting an American coach that had lots of experience, knew how to recruit, and knew how to do the paperwork for their own W-2 form, my philosophy was to hire this woman, and do all of her recruiting and paperwork. The bottom line was I was going to get the very best coach that I could and feed her the athletes and just let her do what she does.

Jian Li was living in Cincinnati at that time doing some part-time club coaching, so I flew her out for an interview, and we hired her. Once Jian Li was here, she and I worked together on bringing in our first Chinese girl, Bichun Liu who was a backstroke. She is actually a full-time coach right now in San Jose. Liu swam with us for a couple years but didn't finish her eligibility, because she went to go take that full-time coaching job down in San Jose, plus she ended up having a couple of health problems, with her heart racing. It's probably better that she couldn't finish her eligibility. Whenever I see her—or we have mutual friends—I am always saying, “Make sure she gets her degree!” I don't know if she ever did or not, but I hope so.

For international students, do you think that competing athletically in the U.S. gives them more of an opportunity than they may have in their home country?

Absolutely. That's the reason they all came. The U.S. is the only country that gives outright athletic scholarships. Canada has a very small program, but their scholarships are all partial, and it's not nearly as competitive as the U.S. system is. Australia is trying to put together a system right now, but the whole thing of mixing athletics and academics is pretty foreign to most other university systems. You go there to get your degree, and that's it.

Another unique thing about the American system of education is that we have a liberal

arts education where you learn something besides what you are studying, whereas, in other countries, like Australia, if you get a high enough test score you qualify to be a doctor. It's a three year-course to be a doctor, and you're done. They don't teach you anything about math or history or English or how to manage your money when you are a doctor. [laughter] The way that we do it here in America is very unique, and it gives people a real leg up on their overall education and how adaptable they are later in life. A lot of people came here because of these opportunities.

Our first Olympian was a real special young lady from Spain named Natalia Pulido. She was probably what started everything off. When she came, she rewrote the record books. A wonderful young lady—I can't say enough about Natalia. She came, and then from there we got Lisé Mackie, who was a real key to our program. From Natalia and Lisé we went with the Chinese girls, and we had May Ooi, who was a Singapore Olympian. Once the snowball was packed we rolled it on the flat for a little bit, but those last few years we pretty much kicked it off the hill, and we were on a roll.

Were you ever able to get an international athlete who had a full four years of eligibility?

Yes. Lisé did, and Natalia did. The Chinese girls always came after being in a university in China for at least a year or two. Otherwise, it was really hard to get them eligible, because they couldn't pass the TOEFL test (Test of English as a Foreign Language) or the SAT test (Scholastic Aptitude Test) out of a Chinese high school, because they didn't have the English.

What we would have them do is go to a university in China for their whole first year and take a gazillion English classes. That way they would skip the SAT and just take the TOEFL. They'd smash the TOEFL, because not only did they learn English, but they would take a class and learn how to take the TOEFL test specifically in order to pass it. That is a whole-year-long class, and that made a huge difference. The Europeans, Australians, and the girls from Singapore, both

May Ooi and Eadelin Lim, came with all four years of eligibility. It was just the Chinese girls that did not.

What would have been an average day for you coaching?

I was living down on Gordon Street in one of those beautiful, little brick houses in old Reno. I would wake up at 5, be at the pool by 5:30, workout would start at 5:45, and we would go until 7:15 for the morning workout. At 7:15 I would go over to the office, which was down at the Old Gym, where athletics was at that time. I'd go down to the office and recruit, budget, do office work, fund raise, write my own press releases, plan travel—everything. I would beg for money from Angie and beg for money from Chris. Actually, Chris banned me from his office—I was not allowed to step into his office for seven years. [laughter]

Then I would get up to the pool at about 1:30 in the afternoon, set up for our dry-land training, and we would do dry land from 2:00 until 3:00. We would swim from 3:00 until 5:00, and at 5:00 I would be done. I would go back to the office from about 5:30 until about 8:00 or 8:30 at night and do recruiting calls, then I would go home, eat dinner, and start it all over again the next day.

What toll does coaching at a Division I level take on your personal or family life? How difficult is it to balance all that?

It pretty much all disappears. See, I was single at the time, so it was just me and the girls. My whole life revolved around them. Then in 1992 I started dating this wonderful, young lady, who was actually an ex-UNR swimmer, got married, and had some kids. I did not coach her when she was in college, though. [laughter] She swam for Cindy, so she knew what she was getting into.

Was there ever a time during the year, or during your season, when you had a down time and didn't have to be at the office for twelve hours at a time?

At first, Chris mandated that all coaches had to sit in their offices for "x" amount of hours. But I was pretty unique because swimming is the only sport where you do morning workouts like that; you are doing doubles and triples all year long. I put in so many hours before anybody got to school and so many hours afterwards. At night I would be the only person down there doing recruit calls.

Sometimes I would do twenty-four-hour stints where I would just stay there all night long, follow the time zones around the world, and recruit through Europe, through China, through Singapore and Australia. Just follow the sun around the world and do recruit calls all night long. Angie gave me a little leeway. There were some times when after morning workout I would be able to take a few hours off, and I would come back at 1:30 and start getting the pool ready for dry land again. I would be able to take a few hours off in the morning and catch up.

When I got Jian Li, a lot of that disappeared. My workload pretty much doubled when Jian Li came, but I figured it was worthwhile because I had the best coach in the country.

How did the pool at Lombardi compare to other collegiate swim facilities at the time when you were coaching?

It was terrible. When I first started coaching there it was run down, and it leaked like a sieve. The aluminum was so thin in parts of the pool where it had electrolyzed and eaten through that you could put your finger through it. The deck was a bit slimy, and the locker rooms were moldy, and the whole thing stank of mildew.

There was a really great guy in facilities, Brian Whalen, and I think one of the facility buildings was named after him. He busted loose some money to fix the pool and then allowed me to customize it the way I wanted. If you have ever been to Lombardi you notice that there are all those racing lanes in the diving well, the deck is painted blue, and all the walls have been repainted. I fundraised to put the record boards up. The whole wall of fame up on that back wall was all done by me and a carpenter from the carpentry

shop who took an interest in the girls' swim team. From what the girls tell me, nothing has been touched on the record board or the wall of fame since I left.

I think the last records are the ones I put up there right before I left in 2000. I think the All-American plaques stopped when I left; they were the last ones that I put up. I made sure that when I left it was all up to date. The coaches that followed me just didn't do anything; they just kind of coasted on the momentum that was already built.

When you got those monies to do the work on Lombardi, do you remember what you had to work on?

Well, they had to fix the pool, because it was leaking. The pool was actually closed for our entire season, and we had to swim outdoors at the Idlewild pool for the 1992-1993 season. Brian Whalen was so nice; he paid the city to keep Idlewild pool open just for us. We swam out there in the snow. Imagine what Idlewild looks like right now—that is how we swam all winter long.

The pool was heated, but the locker rooms weren't, and obviously the deck wasn't. Your feet would stick to the snow on the way in and out, and it was pretty wild. We lost about two-thirds of our team that year, but it was funny because we went undefeated that year. The kids that were left were the kids that formed the basis for the team that would later become great. That was the Fryer sisters—Bonnie and Nicole Fryer—Kristin Germann, and Amber Badillo. Those four girls were able to handle the workload, and they turned into real swimmers.

We inculcated an attitude of extreme toughness that nobody else had. We beat Cal several times, and a lot of teams we had no business beating, just because our girls were so mentally tough. They just wouldn't take any crap from anybody anytime. If they weren't going to win the fight in the pool, they'd win the fight in the locker room. They were just so tough.

How many staff members did you have when you started?

Just me and a volunteer diving coach named Aaron Fetty, who was just a volunteer assistant and had volunteered to coach a couple of our divers that popped off the boards. He was our volunteer coach for two seasons, until I got Jian Li. Then I got a part-time, \$10,000-a-year assistant coach. It was me, Jian Li, and a young man named Sean Mason. Before Sean there was Gwen Shonkwiler; she helped for about two seasons, and then she went on to work more in the student services part of athletics.

When you guys came back after the season at Idlewild, you came back to the pool that had been renovated?

Yes. They finished it up that spring/summer. It was the best that it was going to be for what it was—a shallow-water, twenty-five-yard pool with a little diving well. That was the best that facility was ever going to look, and it was looking good. You just have to remember that all the teams that we were competing with all had fifty-meter Olympic pools.

We tried to dress it up as nicely as we could. I had the decks painted that non-skid baby blue. It used to have dark blue walls, so you would walk in there, and it would look like a cave. I had the whole thing painted white with the different blues at deck level. I really wanted to try to open the place up and make it look lighter, airier, and more cheerful.

We put up all the kids' flags from the countries they were from. We had all of our championship banners, and I put up the big record board, and the wall of fame was back behind the stands. We really tried to dress it up and make it into a smaller version of what Auburn or Georgia or Stanford would have. It was just a little, dinky, twenty-five-yard pool, but it was going to be the best damn looking twenty-five-yard pool I could put together.

Would you have a lot of swim meets up at Lombardi?

Yes. We loved hosting meets there, because we just never lost there. It was so intimidating



Mike Anderson coaching in Lombardi.

for everybody else, because the band would be there. The opposing team would be over on that narrow side where there is no deck space, right where the girls' locker room is. Then there would be all these people arrayed across the pool against them up on the stands. It was just a really unfriendly environment, but it was a great home court advantage. Essentially, they were just out there naked the whole time, with people yelling at them.

Can you tell me a little bit about how successful you guys were once you built up that core team?

We started branching out, and we started taking on the Pac-10 powerhouses. We started scheduling Cal. Our first meet with Cal, they came up there and totally underestimated us, and we beat them. Actually, we beat them twice while I was at Nevada, and they were ranked as a top ten

team. Stanford was the national champion, and we took them down to the very last event, and they squeaked out a win on the last event, just because they had more people than we did.

We swam against the powerhouses that nobody else in our Athletics Department was competing against. I knew that if we wanted to be a real team and be a national power, then we would have to swim against the national powers. My philosophy was, if we did that, then Chris would see that if he took care of it, it could be the biggest, greatest thing; it would make him look great. But, he has never turned the corner on thinking that way. We were always a pain in the ass. We always got too much attention, too much press, too much media coverage. He just never saw it as a plus. He always saw it as taking away from the football team.

What year did you end up leaving UNR?

After ten years. I left after the 1999-2000 season. That is when we were ranked in the top ten and when we had national champions for the first time ever. It was fantastically successful.

I didn't want to leave. It was one of those things where Chris had made it clear that he was not going to fully fund the team, and he was not going to do the pool improvements to the timing system. He was not going to raise salaries for assistant coaches, and he was really not interested in maintaining a team at that level. I knew that was where I wanted to go with my career, and an opportunity opened up where I could be associate head coach at the University of Alabama, and I was offered that job.

What it allowed me to do was not only coach at the biggest and best conference in America, but it also allowed me to coach a men's team. After I coached at the University of Alabama, which was a nationally recognized program, it allowed me to pretty much punch my ticket and be able to coach anywhere in America. I had no intention of staying at Alabama, but I knew that if I couldn't stay at Nevada—and Chris had made it clear that he wasn't interested in maintaining what we were doing there—then I figured, "I've got to do what I've got to do." It killed me, because I left all my seniors there—this group of girls that, if I would have stayed, we would have placed 6th at the NCAA's and had multiple national champions.

I didn't really have a choice at that time. Chris just said it wasn't a priority. At that point Angie really couldn't do anything, because he was really pressuring Angie a lot, too. She was showing way too much independence and making way too much money on the Salute to Champions Dinner. She was drawing too much attention, and he wasn't having that either. He was actually attacking her at the same time.

What was it about coaching that attracted you to it?

I mentioned that I had a very late start into the world of swimming, not starting until my sophomore year in high school, and as soon as I started doing it I just decided that this was going to be what I was going to do. I enjoyed it, and I especially enjoyed the technical aspects of

it—the sports psychology, the biomechanics, the kinesiology, and the exercise physiology part. At that point I said, "OK, this is what I want to do. This is what I am going to do."

In coaching both men and women, do you feel that men need to be coached differently than women? Are there different philosophies when it comes to that?

Absolutely. There was a very wise coach that has been on a lot of American team Olympic coaching staffs and is one of the top coaches in the nation, and he put it in a nutshell for me one time when I was talking to him. If you know about young women and young men, the generalizations are generally true, although not all of the time. You've got to make exceptions when you need to. He said, "You've got to challenge the men and love the women." I have found that is just so true. When I am in a quandary and don't quite know what to do with somebody, I always fall back to that, and nine times out of ten, that is the secret—challenge the men and love the women.

Over your coaching career have you coached men more or women more?

I've coached women more. The ten years that I was at Nevada, it was exclusively a women's collegiate team. All the rest of my coaching career—club, high school, collegiately, post-grads, all of that—it has always been an equal mix of men and women.

Student-athletes and some coaches have commented on coaches that are demeaning towards athletes. Have you seen coaches doing that, and what is your take on what that does to the athlete?

I think it's a real subjective term. It's really hard to say, "He's being mean to this person, or not respectful." When you're wearing a coach hat you're a teacher, father, mother, counselor, motivator, career counselor, goal keeper, doctor. It is all these hats that you're wearing in tandem.

The bottom line is that you're in a unique position to do something that nobody else who

is involved with that young person has a role to do, and your role is to maximize their potential. They want you to do that, and they have asked you to do that. They have come to you knowing that you will do that and demand—not just ask, but demand—the best of them and hold them accountable. Otherwise, they wouldn't be there. They would go somewhere else where they could get that same thing.

A lot of people say, "You are so strict with them. How come they have to come to practice every day? If they are late, they get in trouble." There are a lot of folks that think that's a very cruel and inhuman thing to do.

Then there are other folks that say, "You make them work out so hard! Their faces are flushed, and they are breathing hard, and they look miserable. That's not very nice." But those are all things that people volunteer to do. I did the same thing, and only an athlete knows what that is like.

By the same token, I see coaches in a lot of team sports, where there is a lot of swearing going on and a lot of not-good-natured kidding. So, I think there are times when it crosses the line, especially nowadays, because coaches are so well vetted. In order to be in the sport nowadays you've got to have really good people skills. To be quite frank, I see a lot better coaching than I do parenting. If I could hand out parent citations for bad parenting, I think that might be a good idea on occasion.

Do you think that the status of coaching a women's team has changed over the years?

Yes, I do, and I don't think it has particularly helped college women. Now, I can only speak specifically to swimming, but I'm sure that other sports probably find the same thing. Administrators in high schools and colleges are adverse to any kind of negative publicity, or any publicity at all involving what is called the minor sports, which essentially means anything other than football, baseball, volleyball, and basketball.

Your job, more and more, with these administrators is to stay within your budget and stay invisible. If they receive a phone call or e-mail or text message saying that somebody is not

happy, then that is actionable. The mainstream coaches aren't held to that, though. In the end what you get is the one person that is not happy. Maybe they did not make travel team, or didn't get as big a scholarship as someone else, and all of a sudden that becomes a personal issue. Now it's an actionable issue by the administrator just because they don't want to deal with you or your sport because they have their hands full trying to raise money for a new basketball arena or something.

For a lot of coaches what ends up happening is either they have to fight the uphill battle all the time, or the girls' experience gets dumbed down to the lowest denominator. They don't get pushed. Everything becomes OK, becomes acceptable, and there is no excellence. This is why you see so much money being pumped into women's athletics nowadays, but not necessarily a huge change in performance.

A lot of times you see a lot of money being poured into a program, but it actually performs worse. UNR is a great example. After I left, the next coach who came in got a huge increase in all budget items, and they were fully funded scholarship-wise, and they got a brand new electronic scoreboard that I had been petitioning for for ten years. Everything that I had asked for, and more, was given to the next coach, and the performance steadily went down every single year.

If you look at it in terms of where they are ranked nationally, and NCAA finishes, it was not good. But all administrators look at is your win-loss record. Well, if you pick the right teams, anybody can have an undefeated record. That is essentially what happened. They didn't swim Cal, Stanford, USC, or UCLA anymore. They swam Humboldt State, San Jose State, and schools like that.

It kept the media happy and kept the administrators happy, but I think the girls lost out. They weren't part of something that was special anymore; they weren't part of a Stanford or a Cal. They weren't able to do that anymore in Reno, Nevada. The girls were kept very happy, and everything was OK. It was funny because the girls that I left behind were very, very miserable. They knew what it was for what it was, but the new girls

came because that's what they were looking for. They were looking for a lot of money without a whole lot of accountability.

A lot of people have talked about the discrepancy between major and minor sports.

The new euphemism is "Olympic sports."
[laughter]

Do you think that is still really prevalent? Do you think it will ever change?

Are people paying for tickets to watch your sport? That's the bottom line. For example, when we were at Nevada, we had standing-room-only crowds of 300 to 500 people. We outdrew women's basketball, even though women's basketball had \$50,000 of media campaign, media guides, press releases, ticket specials, and motivational things on radio and TV to pump up their attendance. We were the top draw of any woman's sport.

When I approached the idea of charging one dollar for admission, so that I could buy new swimsuits, Chris' famous quote was, "I'm not going to charge money for any G _ _ d _ _ women's swim meet."

So, a lot of it is a function of, "If you win, they will come." That was my philosophy when I was there, and that was Chris' philosophy when he built the football team there. If you win and provide a show, people will come. I agree with Chris 100 percent on that. So, taking that cue, that's what we did with the swim team, and it worked. The bottom line, though, was still that discrepancy between the major sports in the department, which at that time were women's volleyball and basketball. There was even a bigger discrepancy between men's basketball and men's football and what the women got.

I think there is always going to be a discrepancy because most people would rather see athletes play a meter off the ground above the rim than see them play eight inches off the ground below the rim for basketball. It's just a more spectacular thing when someone can take off from the free-throw line and slam.

As far as the budgeting dollars and whatnot, I think it is a direct function of what administrators perceive, not what they necessarily see, because sometimes what they see is right in front of their face, and they perceive something else. They perceive it as, "These are the sports that we're going to market. There's been no market research done on why we're going to market these sports, but we're going to market these sports and just keep pouring money into them until we can drag people there."

If you look at women's basketball, with a few exceptions like UConn, Tennessee, and LSU, women's basketball has got a *huge* amount of dollars being thrown into it at the national collegiate level with not a whole lot of return. You go to a women's basketball game, and if you take out the boyfriends and Mom and Dad, there are less than seventy-five people there.

There are always going to be two reasons for that discrepancy: one is the perceived sport priorities among administrators, and number two, the public is going to go see teams that win and put on a show that is entertaining. You're not going to want to go to a sporting event, pay your fifteen or twenty dollars, and leave feeling bummed out. You want to leave feeling euphoric, like you are part of that team and you won when they won. You feel good about yourself, and your kids feel good about themselves, and you feel like you are part of something successful. If people pay their money and watch you lose, then, subconsciously, what they are feeling is, "OK, I paid money to feel bad."

Can you tell me a little bit about some of the standout athletes that you had over the years?

I'd have to say the first one that comes to mind is Limin Liu, a wonderful girl and hard worker. She came to us as an Olympian already, won multiple NCAA championships, and beat America's darling Misty Hyman from Stanford, who was part of our Olympic teams. All very spectacular.

I have to mention Suzy Catterson, one of our most gritty, and probably the most successful story to come out of Nevada swimming. Here is a girl that never swam club, only swam high school, walked



Limin Liu

on to the program as a 1:01 100 freestyler and a 1:05 100 backstroker out of Reno High School. One year later went :49 in the 100 free and :54 in the 100 back. That was after being in our program for six months. Then she fought her way back from breaking her neck at the swimming pool. I was on a recruiting trip when this happened. She broke her neck, was in a neck brace for twelve weeks, and she came out of her neck brace with two weeks to go until a conference championship. We had been training her just kicking in a neck brace for part of that time. She got to the conference championship, won every event, set a new conference record in every event, qualified for the NCAAs, and became an All-American again that year. She is a huge success story.

Then you've got Jia Lin Sun, another Chinese sprinter that I brought from Hawaii as one of my assistant coaches here. You have the handful of girls that started the whole thing off—the Fryer sisters, Nicole and Bonnie, Kristen Germann, and Amber Badillo. Those were the big four that

allowed me to build a team back in the day. Our first Olympian was Natalia Pulido, and then you can't forget our Olympic bronze medalist that had a day named after her in Reno, by city proclamation, and that was Lisé Mackie. There was May Ooi, another Olympian from Singapore, Susan Eisele, a top notch girl that came out of San Diego and had a fantastic career with us. The list goes on with just a bunch of really special young ladies.

How do you think Title IX and its implications were accepted on campus by the time you got there?

Well, I can't really speak for the campus, but I know that Joe Crowley was a big supporter of women's athletics and a big supporter of the female athletes. I know it was a real uphill battle with Chris. Outside of the Athletics Department, I don't really know. I was so busy just doing my job that it was just me, the girls, the pool, the battles we had to fight to get pool time, and the battles for budgets and trying to raise money. I was a pain in

Chris' ass. Here I was, doing what he did not want, which was drawing attention to women's athletics, stealing some of the thunder from men's athletics, and not staying in my box.

I know that we put up handmade posters all over campus, and we made fliers to put all over the school. We would hand them out to all the sororities and fraternities, so everybody knew. People knew when the swim meets were more than they knew when the football games were.

The day before the meet our girls would be up and down the stairs in every dorm, slipping one of these notes under every door, and trying not to get caught by the RAs (Resident Assistants), because you were not supposed to do that. But we were fighting for our survival, and that is the way we looked at it. If we were going to survive as a team and not get cut, then we had to put ourselves in a position where we had enough support and enough people knew about us to where it would be politically impossible to get the ax. We had to make ourselves valuable, and we had to do it quickly.

One of the things that Chris told me pretty much every year at the end of the year was, "Mike, it's a damn good thing you win." With the unspoken message being, "You are such a pain in my ass anyway that if you didn't win I'd have a reason to get rid of you and get somebody in here who would just be mediocre and stay under the radar." He very much did not like us being on the radar. Like I said, Chris appreciates winning as much as anybody else does, and he and I were the only ones winning. He was doing his Division I-AA football thing, and we were doing our swim thing, and everybody else had a losing record.

When it comes to equality for women's athletics, do you think that compliance with Title IX is enough, or do universities really need to go beyond that to make it equal?

There's that bugaboo again—is it equal or is it equitable? Those two things are not the same. What you have to look at is that most athletic departments nowadays are asked to raise either most or all of the funds that they use. Many departments don't get one red cent from the university, especially at

the Division I level. I don't know what the ratio is of school or government money to raised money for Nevada, but there comes a point where more and more athletic departments are raising more and more of their funds on their own.

At that point, what is equitable and what is equal? And it's a three prong test for Title IX. Do you go with proportionality? Do you go with interest level? For example, if a school is 57 percent female, should 57 percent of all the dollars go towards female sports? What if the male teams are raising 90 percent of the money? There are all these questions that get asked, and there are no easy answers.

I think that the knee jerk reaction is that a lot of folks say, "Of course, it should be equal." Then there is the old football guard that say, "All sports should be equal, but football should be taken out of the equation as a third gender." That was a real popular stance for a long time, especially with the CFA, the college football coaches of America—they made a major play for that.

It's a good question. In America we're still at the point where women's athletics is now awash in scholarship dollars, and you get some very mediocre athletes on the women's side who are getting a lot of money to compete in college, scholarship-wise, and their male counterparts would have to be light years above them, ability wise, to get that amount of money. A lot of times you can see it in just the quality of athletes.

Now, is that a function of there being a lack of history of great athletics going back through junior high and high schools to develop those athletes, or in the club system to develop those athletes? What's the difference between UConn's women's basketball program and Nevada's basketball program? There is a bigger gap there than there is between UConn's men's basketball team and Nevada's men's basketball team. It's just a different caliber of athlete. There is just no easy answer, because that is a real tough question.

I'd like to get a look at the numbers. Number-wise, is there an equitable set of opportunities? What's the ratio of men to women on your campus? Most campuses now are over 50 percent women. It didn't used to be the case twenty years ago, but it

definitely is the case now. In some schools it is as high as 57 to 59 percent. That's a tough call.

That leads you down the whole road of who should be coaching women? Should only women be coaching women? It has been my experience—and generalizations are generally true, and I am on the ground and I see this everyday—that women Division I coaches aren't willing to sacrifice their marriages, their kids, and their lives in order to bring a successful team to market. There was a big move among women basketball coaches about three years ago to limit recruiting severely, so you could only contact recruits, maybe, fifty days a year, because they didn't want to have to go out and recruit. They wanted to have lives and have everyone equal, so nobody could outwork anybody else.

If that's the case, then what ends up happening is the UConns, the UCLAs, and the Stanfords of the world will always be on top, because the Nevadas, the UNLVs, and the Idahos will never be able to compete if they can't out hustle their opponents for those same athletes.

There are a lot of unanswered questions and questions that beget questions when you start saying, "Is Title IX enough?" For some people it's never going to be enough, and for some people it's gone way too far already.

Again, it depends on what sport you're talking about and at what school and who the administrator is and what their vision is. Nowadays, most of these people have no vision. Most athletic directors are doing crisis management, and a lot of them have no backbone. They just kowtow to whatever winds of change happen. The people who pushed through Title IX back in the old day and risked their jobs to lay down some equality for women, those folks were chased out of sports. People like Angie Taylor and Anne Hope—neither one of them are involved in athletics at all anymore.

Do you think that Title IX has made a positive impact at UNR?

Absolutely. Not only has it made more opportunities for women and given women a chance to really excel and become more than they

would have been otherwise, but it's been good for the men, and it's made men better. We don't have any teams at UNR that are coed, like when I coached coed swimming teams, where they compete separately but train together. That really has a big influence on both men and women, when they get a chance to train together. That just makes everybody a better person.

Even in the separate sports, it's good that men can see that women just aren't someone who's going to end up being your wife, mother, and sister. They are stand-alone people, and they need to be respected, loved, and cherished in their own right. If that means that she can out sprint you, out lift you, out jump you, or whatever, that's good.

Especially with men, that respect comes from what you do, and if you can do some special things, even if it's in a different sport, that goes a long way. When a man sees a woman go 12 seconds for a 100-meter dash, well, most men can't do that, and even the ones that can are only a second faster. All of a sudden, women have more value. In a man's world, you're based on what you do; in a woman's world, generally, you're based on who you're friends with and what your connections are. So, I think it's good for men, and it's good for women, as well. It just makes everybody better.

How many of your athletes do you think wouldn't have been able to go to college without athletics?

On the women's side it was probably 25 percent. Don't forget, for most of my time at Nevada, if I could give somebody books, that was a big deal. That's not going to make or break whether someone goes to college or not.

Do you have anything else that you would like to include?

I'm just really happy to be part of this, and I'm still stunned that anybody would care. For the people that were involved, it was our lives, and we cared a lot, and I am still doing this. I sure am glad to see that somebody else cared.

GARY STEFFENSEN

Gary Steffensen: I was born in Whitefish, Montana on February 9, 1957. My family moved to northern Arizona, where my dad took a teaching position for the Flagstaff, Arizona school district. He was a biology and physical education teacher. I went to grade school, high school, and some college in Flagstaff, Arizona. I was a sports enthusiast for high school—ski racing, football, and all that. I continued with my skiing career and became a ski coach. I went off and ski raced in Colorado and then came back to Flagstaff and started directing the Flagstaff Ski Team back in 1984. Then I just proceeded to go to college—getting some studying done in biology and sports physiology, and then directing the program in Flagstaff. That is what led me to the University of Nevada back in 1989.

Allison Tracy: Back in high school and college do you remember anything happening with women's athletics?

I think a lot of it was just based off of the male side of things for most of the years. We had football, baseball, and track in high school. A lot of the girls had the smaller sports of maybe gymnastics or track, but they never had any bigger sports. As I moved along through coaching

ski racing, it seemed to have a little bit more enthusiasm for girls being in that sport. That is what I saw in the sense of participation. As soon as I got into the college ranks as a ski coach, I saw the end roads of participation for a lot of girls' sports. I know with Title IX coming around about the same time I came into the University of Nevada, that definitely was more of a catalyst to get women to participate more in sports.

Tell me a little bit more about when you first came to UNR and what things were like then.

When I was hired in, it was still a club sport with the National Collegiate Ski Association. Skiing had a pretty good booster organization through some of the skiers that had gone to UNR and lived in Reno, and that really was what kept it going. Laurie Beck was our administrator for the club team at that time, and she was the one that really kept the teams going as far as the club.

When I was hired in, budgets were very low. We basically had to do most of the fundraising through different events, and the main one was the University of Nevada, Reno Ski Swap. That led us into the situation of how do you recruit, and how many people can you bring in to keep the team

going? It always seemed like we had a really good interest in the club sport.

I believe it was the 1992-1993 season when we finally had proven to the Athletics Department and to the school that we were a viable resource for the school to have a men's and women's program with the NCAA affiliation. We became affiliated with the NCAA after we won two back-to-back, overall championships with the National Collegiate Ski Association. It took about 4 years to get there.

Was coaching just a natural progression of competing in skiing, or was there a specific reason that you got into coaching?

I think it was definitely a natural progression to come out of ski racing and move into that. I think a lot of it was that I always wanted to give kids as much attention as I could to make them the best individuals and citizens of the community, and bring them along through excellence in academics and excellence in athletics. My goal always was to make a well-rounded person. We proved that at the university with our GPA as a team. Men and women collectively always had about a 3.8 average for their grades through the years that I had been there.

Ski racers are always looked at as the rebels, but we proved that we were great in academics and great in athletics. If I look back at most of my athletes, I would say 90 percent are in the medical field. I've got a lot of ex-athletes that are doctors, physical therapists, and such. One of the big pushes was to try to give kids more than whatever I had.

What was attractive about UNR? What was it that made you want to come here?

One thing I really looked at was that it was a new community to move to with the beautiful Sierras, but also the idea was to try to keep the legacy going. The ski team had been an NCAA program back in the early days, and was basically dismantled right around the early to mid-1980s. It had a good legacy, and was a

proven thing with the team being in proximity of the Sierras, and the ski areas there supported skiing economically. With the advent of the airport getting bigger and bringing more people into that area as a destination resort, that really made viable the idea that the university should have one of the best ski teams in the country. I always was the type of guy that took pride in that I could start something. A good challenge was always something that I liked.

When you came in, who do you remember being the athletic director at the time?

At that time when I came in Chris Ault was, I think, just starting out as the athletic director. I think he was still the head coach for the football team, as well.

Do you remember anything that he was doing to specifically support women's athletics or build the teams?

Politically, he was always somebody that knew women's athletics was of value to the university. I think there was more of a situation where he didn't know if it was going to be the ski team or some other sport. I know they were looking at all sorts of sports—women's softball and soccer and things like that. I think he realized with the booster organization that skiing had there, the community support in the Sierras, and with Title IX coming in, skiing was the perfect in for the school to have a women's program. There was always a little question in the sense of, "Is it going to be for real?" and "Can we compete at that level?" We did prove that we could compete at that level. He liked to see the proof in the pudding, and he went with it.

Do you remember who the women's A.D., or the senior woman administrator, was at the time?

That was Angie Taylor. She had just moved into the position and was probably one of my biggest supporters. I only have good to say about Angie. She was always there for me and

the team, with a lot of respect and a lot of help in making sure that we had funds coming to us that we deserved.

When you came on, were you coaching both men and women from the beginning?

Yes, I was. Budget-wise we were a little lower than most teams, so I was taking care of the men and women's alpine team, and as we moved in through the club atmosphere into the NCAA I also was overseeing the women and men's Nordic program. We had a few student assistants that helped us out at times, and as soon as we moved into the NCAA we hired a coach that took over the Nordic program.

When you first came to UNR, do you remember what women's sports were available?

I believe when I came in, there was still women's track, women's volleyball, and basketball. I believe that would have been it at the time.

Do you feel the Athletics Department was putting more emphasis on the women's program to do better recruiting and to be more competitive?

I think there was definitely a ramp up for some of the ball sports, like basketball and volleyball. Of course, I'm going to be the devil's advocate on this, because I think there always could have been more to support women's athletics because of the advent of Title IX, but at the same time I also realize that when you are starting something out like that you've got to go step by step, too. Funds can only come in as fast as the programs are successful, and the community and the school sees that. It's not the largest school, and I know that a lot of money goes towards the sports that bring in revenue, but that's only a business decision. I always wished there was more that came in for some of the smaller sports. With skiing we had to do most of our own fundraising, but it just got better and better as time went.

Do you remember some of the conference changes that happened and how it affected women's athletics?

I think we were in the Big Sky Conference at the time, and they moved into some other things, but that didn't really affect us too much, because we were always in the Rocky Mountain Division of the National Collegiate Ski Association. As far as the ski team was concerned money-wise, depending on what the football and the big revenue sports had to do to make the shift over, the move did help us out with scholarships and money down the line. It didn't really affect us so much in that we always had to travel within our region of the Rocky Mountains.

Even when you made the switch to the NCAA, were you still within that same Rocky Mountain region? Did that change at all who you were competing with?

Yes. It did change a little bit, because as a club sport we had most of our competitions within the Sierras. The only time that we'd really get out and do any type of travel would have been at national championships, which would be from East Coast to West Coast on alternate years. When we went into the NCAA, most of the schools that we competed against were University of Colorado, Denver, and the Western states like Utah, so it was all within the Rocky Mountain Division areas. It didn't really affect us so much in the sense that we were going against any Western conference—whatever they call it now. Whenever they went from the Big Sky to the other conferences, it really didn't affect us much in the sense of what we had to do. We were pretty much on a simple plan.

Do you remember the number of teams changing, with the addition of women's teams, or the cutting of men's teams?

I know that when we were there, the track team didn't keep men's track. I know they had tennis, and that was a question at the time, whether they were going to keep men's tennis.

Since I left, I don't know what they've added, but I do believe that it was mainly the men's side, and they kept the women's side of things going.

Do you think that the status of coaching a women's sport has changed over the years?

I would have to say so. I always think it could be more for some of these coaches, because of the advent of better training and better facilities. The women are becoming better and better athletes, and I think just with the amount of money that women's basketball brings in and soccer now getting very popular, there could be more added to that, of course. I think it's our society in general—we always look to the bigger and stronger athletes, and I believe that women's sports is just as exciting.

While you were coaching, do you remember how many scholarships, if any, you had to work with?

Not very many, but as soon as we got our NCAA affiliation, the one thing they did make an effort to do was to make sure that we had four or five solid scholarships for the women. Now I know we weren't up to the full amount, as some of the other sports were, but it was better than what we had had, and we always made sure that the women's side was taken care of. The scholarship department there at the university at the time made a very good effort in taking care of our ladies. At the same time the men had maybe a few less, but it was better than what we had had.

Were you limited at all in whether you could give in-state or out-of-state scholarships? Were you ever even giving full-ride scholarships?

We were at the time. A lot of the situations that arise in NCAA skiing come through competition and how are you going to compete at a higher level. A lot of the athletes that we had to look at would be not necessarily the traditional athletes that are recruited through the University of Colorado. In general, any former U.S. ski

team athletes that might have been at the end of their careers and decided to go to school would automatically look toward the University of Colorado.

In our sense of the word, we had to compete at a level and bring in some foreign skiers to be at that level of NCAA skiing—the same type of recruiting that University of Utah or Denver University does. We did have some out-of-state situations that arose, and more so than recruiting in-state at the time, because of the competitive levels that we were at.

When I first was there, I definitely tried to go more of the good-neighbor route through California athletes that were in the Truckee area of the Sierras that we could bring in at that better price. But as time went, we as coaches realized that we had to really up our recruiting efforts towards foreign athletes to compete at that level, so it was a lot of out-of-state.

Was there an age limit on who you could have on your team?

I know NCAA rules change a lot, but at that time I believe their clock started ticking at age twenty-one.

Do you remember any changes, over the years that you were coaching, in scholarships? Did you ever get more?

Every year seemed to get better, and that goes to the people there that recognized that we were a competitive team, and we were doing our best to be at that level. We proved it with all-Americans coming back from nationals and competing at a level that showed that we were competitive. So, I think it definitely got better and better as time went by.

What sort of budget was the team working with?

When I first got there, it was a very low budget, probably about \$24,000, and that included my salary. Then as we moved along, the fundraising became better, and the monies

through the Athletics Department became better, and I think we finally were between \$150,000 to \$200,000.

How successful is the ski swap every year?

When I first got there, there were some changes, and we figured out that the boosters had to spend money to make money. The boosters agreed that we needed to get better advertising and better people that could lead the way in that, so we got some of the community members to join the booster organization. The swap was consistently—even to the last year before I came back out here to Arizona—bringing in anywhere between \$60,000 and \$80,000 for their budget. So, it's very successful, and it's very meaningful for them to keep that going.

In the early years was it difficult to cover everything with such a small budget?

It was very challenging. Travel is expensive; accommodations are expensive. Put it this way—there is never enough money, because you have to be competitive, and you have to keep ski racing at a high level, and as the years went by you always looked for more. It always got better, but it was never enough.

How do skiing competitions work?

It's just an invitational situation, where you have five or six Western schools, maybe more, that show up to, say, the University of Utah Invitational or the University of Nevada Invitational. You can call it a ski meet or just a ski race.

The majority of the time it was about five to six races or invitationals that each school would hold. Each individual school in the conference would do their own invitational, and then they would aggregate points towards each individual to qualify for NCAA nationals.

Is there a point system set up to make skiing a team sport, or is it strictly an individual sort of thing?

First of all, it is an individual sport until it gets into that collegiate side of things. Each individual can only ski so fast. For most ski racing in the world it's from point A to point B as fast as you can. When it comes to collegiate ski racing, when they are doing points to accumulate for their regional championships and then to national championships to qualify for it, it's a fine line between 100 percent and 80 percent, so they can score, and you can win that invitational. A lot of times you had to get these athletes who were used to going 100 percent and telling them to back off a bit to score for the team. It's a lot of pressure, because you only get two runs per discipline, so it's a lot harder than it looks. [laughter]

Based on how you've described it, it sounds like skiing in college is completely different from any other time in your life that you're going to compete in it. Is that the case?

College ski racing in America is probably one of the top premier sports when it comes to the talent that comes in from the United States and from Europe. A lot of these athletes are former U.S. Ski Team members, former national team members from Europe, or close to it. They are used to ski racing at a very high level, and they are some of the most talented skiers out there in the United States.

So, whether some of these athletes lost their edge to stay on the national team and be competitive on the higher end of Europa Cup or World Cup or U.S. Ski Team status, they might be coming here in the sense of, "OK, it's time to go to school and get my career going—get my scholarship, ski race, enjoy it for four years of my life, and then move on to a new careers after I get my degree." The other side would be get your degree, keep your hope alive, and maybe get good enough, because the talent is good enough, and the competition is at high level, to go back to their national teams in the U.S. or Europe. They still might be good enough, and they still have the attitude and talent to do that. It is a fine line between whether they will make

it back to their national teams. Most of the time they think, "Let's get the degree, get on with my career, and remember ski racing for what it is—a life sport that I enjoyed the last four years here at the university."

So, based on the system you described of different schools having invitationals, would most of your meets be away meets?

They would be, yes. We'd go to Utah, Colorado, Montana, and New Mexico.

How would you travel to meets, typically?

For some of them we would drive from Reno to Utah, because it was a little bit closer. A lot of times they would do the invitational's heaviest meets during Christmas break, so we'd start participating right around the first of January and try to get at least two or three meets in before school started again sometime around January 20. A lot of times we would drive with vans and just make one big road trip. Other times we would fly and rent vans and then just drive to the meet and fly home.

Overseeing both men's and women's programs, besides scholarships, was there ever a discrepancy between the two budgets that you had?

We would have one big budget for the men's and women's teams.

I know you mentioned the staffing a little bit, but did that ever get better over the years?

It did. Sometimes we would pull a student skier that was at the end of their eligibility that had the knowledge to be an assistant. For a while, I had an assistant that was from Reno, Scott Moller, who helped me out for many years and was very good at his dry land, physical training for the team. As far as pay or anything, it was very tough. A lot of times, through ski racing and love of ski racing, people would just volunteer, and that's what we had going for us there.

Did you ever regularly use any on campus facilities?

Eventually, yes. When we first were there, they didn't realize that the skiers needed just as much training as any of the other sports, if not more. It's a very physically demanding sport. At first there was a question of whether we needed to be out training at the stadium, doing our interval training and core routines and then getting in the weight room. I've got to say the number one person that helped me with that was Angie Taylor. She knew that we were a team that needed to get as much physical training as anybody else. So, that opened doors to the training facilities, and then when the new training facility came in, we were able to get in there, as well.

What facilities on campus did you use?

We eventually were able to use the track at the football stadium and also the weight facility at the main weight center. At the time, also, women's athletics had a weight room, and we were able to get in there and use that at whatever schedule we could get in, working around the other teams. Then as soon as the new facility went in, that was faded out, and we were over at the new facility.

Where was this women's weight room?

That was at the Old Gym where women's athletics had been for years. It was just a room there on the first level coming off the parking lot. We were able to get in there and train as much as we needed to.

What was the condition of the equipment in there?

Definitely used, but it was sufficient. It definitely got better as the new facility came in, but it was sufficient for what we needed. You could see that all the other coaches for women's athletics put their efforts in to make sure that we had some of the right equipment.

For both men and women, how many athletes would you carry on the team?

Once we made our roster cuts and everything, we were usually able to carry six men and six women on the alpine and six and six on the Nordic. That's just a good rough number for the upper end of things of what we needed—twenty-four or so.

Do you remember some of your stand-out athletes?

Oh, yes. The athletes I had I was very lucky to have. As far as when we were just a club team, we had some local racers like John Albrecht, and we had Doug Brown. These guys were racers through each division in the United States that were at the high level. As we went through into the NCAA I had Nicole Hale, who was from Canada and was an NCAA all-American. There were a couple of Norwegians that were NCAA all-Americans, Joakim Marksten and Joakim Nessem, and those guys were at the top level of Europa Cup and World Cup skiing out of Norway. Gordie Bowls was also a Canadian who had top results as a Canadian national team member, and then we had Stephanie Siry from Switzerland and James Smerdon from Truckee, California. We were very lucky to have the people we had.

In terms of actual skiing, where would you guys practice at?

When we first got there, a lot of the practice was up in Tahoe at Northstar, and that was our main training facility. I think it changed after I left, but that's where the majority of our training was. We worked out a pretty good deal with the area to allow us to train and get help with our passes.

While you were coaching, do you think the ski team struggled with visibility and getting their names out there?

Yes, I do think so. As much as I would like to say Reno is a very high supportive venue for ski racing, it still focuses on the ball sports. I really think that there could have been a lot more help. At the same time, the effort that I put in and the booster organization put in, we did an incredible job solidifying the program for the coaches that

were there after me. A lot of those coaches didn't have to get in the gutter and work as hard as me and the boosters to get that team recognized. There always could be better recognition for that team there, though. Of course, I'm the ski coach, and I'm going to be looking at it as more, more, more, but I do believe that there could be more recognition for the team.

Did you ever see any changes in that or see people who were actively working at getting more publicity for skiing and for women's athletics?

I think there was definitely effort put out at times to give the recognition where it was due. I just think that the school could put a little more effort into recognizing the team. To get recognized and be somebody that people recognize, results are really the key to success. Getting results at a higher level and winning at high levels, is the only time maybe people will start noticing. If there's not a roar, then nobody's going to notice.

How successful was the ski team while you were at UNR?

At the club level we won two national championships, and then as we moved into NCAA we consistently stayed within the top ten of NCAA teams in the nation. I think the best result my boys had was a fifth overall in the nation, and with the girls we were right there at six or seven. I think we finished fifth in the nation one year. So, we were competitive. We always wanted more, and you want to be able to recruit more, but recruiting is the toughest part in ski racing, because it's such a small world. A lot of the bigger schools like University of Utah, Colorado, and Denver really have more in scholarship monies to offer some of these athletes that are coming in with the U.S. Ski Team and national team athletes from Europe. We were at a disadvantage in some senses, but we held our own.

Now when you say they had more to offer in scholarships, was that just the number of scholarships, or how much their scholarships could cover?

It was how much their scholarships could cover.

By the time you came to campus and over the years that you were there, how do you think the rules, requirements, and implications of Title IX were accepted and dealt with on campus?

On the surface, I think everybody accepted it. There might have been a few that didn't want to accept it inside, but there was never any indication that I could see. I think in most cases it was acceptable to most of the Athletics Department. All of the coaches knew that was going to be survival. There was definitely a cutback on some of the other teams, like track, and I felt bad about that, but sometimes to gain you have to get rid of things. I think overall everybody agreed on it.

In terms of coaching both men and women, was it difficult to strike a balance?

Well, I'll pride myself on that one. You definitely have to treat each individual different, and then definitely each side of things with male and female. What I always tried to do is different than most coaches when it comes to skiing. Skiing is a very independent sport. These athletes are traveling at age thirteen or fourteen more around the United States and the world than most athletes ever could dream of. They have to become very independent and very self-reliant on their responsibilities during travel and being in Europe at a young age.

When these athletes come to me, they are very mature, probably more mature than most because of that independence from being out on the road and seeing the world at an early age. They are very in tune with the idea that the team atmosphere could be a family. That can either be a downfall or a big plus, and I think what brought us our success is that I had a huge family of athletes that really respected each other and really stood with each other. They studied hard and made good grades and, yet, competed at a very high level.

In terms of practice and competing did the men and women practice together?

Always together.

Was that true for competitions, as well, or would they have separate meets?

It was competitions, as well. The men and women would be on the same hill.

Do you think that that helped the team overall in being able to have that togetherness?

I think so, 100 percent. These athletes at races are old friends. They all have been competing with each other for ten years prior to getting to the university, and it's just a big reunion every time they see each other. Some of them are on the same national teams. When we got to races it was a huge, huge fellowship of skiers that enjoyed each other and enjoyed competing and socializing with each other.

So what year did you leave UNR?

I believe I was out of there in the spring of 1997. There was a situation that happened that I had to leave because of. It wasn't what I wanted, of course. It was something that was a huge mistake on some parts, but also something that I don't regret. But I left with a smile on my face, knowing that the team was going to be better than it was when I got there.

What have you done since UNR?

When I left the University of Nevada I coached at Northstar ski area, just for a year or so, and then became the head coach at the Sugar Bowl Academy up at Sugar Bowl. After the Sugar Bowl Academy I was hired with the Western Region Ski Team, which is part of the U.S. Ski Team's development system. I stayed with that for a few years, then finished off at Auburn Ski Club the last couple years. I retired a year ago in March.

How many of your students, both men and women, would have found college financially difficult or impossible had they not received athletic scholarships?

I think a lot of these athletes that I had brought in with the NCAA level would have probably gone to some other school, because they would have been that good. Again, it's that luck of the draw when it comes to recruiting, if you can pick up on somebody like that and convince them that this is going to be one of the best places to ski race, academically they will have a great life as four years of college, and they will get a good degree at a good college. They could have gone someplace else, but I think we were able to convince them that we were a family, and we could have a good life there. It was tough because we didn't have as much as everybody else, but I was very lucky with the athletes that came to me.

Once you guys had finally reached your NCAA status, was there ever a looming threat of losing it?

I think there was always that little edge of possible doubt that they would keep the team. Funding was always tough, and it cost more and more every year. But I think the amount of work that the booster organization did with getting some of the endowment money that came in kept them pretty solid for longer than we always thought. I think it is always a question of whether they will keep it or not, just because it's not a big revenue sport.

Do you think it's a funding issue or something to do with skiing itself that has led to its history at UNR?

I think it's a two-edged sword on that for sure. I think that it could go both ways with that. Funding is tough because of the travel and the amount of people that you have to have in that team. Also, there is a legacy of having ski racing there at that school for many, many years. I can't say it's one or the other, but I do believe that funding is always the biggest issue.

Is there anything that you would like to add?

Women's athletics are very, very important to all schools, and I think that the ski team definitely is a sport that needs to stay at that school.

WENDY DAMONTE

Wendy Damonte: I was born in San Francisco in 1972. It was very important to my mom to have San Francisco on my birth certificate, so even though there was a state-of-the-art hospital in Daly City where we lived, she went to San Francisco so that I could be born in the city. It was the same with my brother, Jer Wyness.

When I was four years old, we moved from Daly City to Walnut Creek, where I was essentially raised, and my brother and I played sports the whole time we were growing up. My dad is a physical educator and was at San Francisco State University for thirty years, and he coached all of our teams. Mom was the stay-at-home mom who had dinner ready at two o'clock in the afternoon if we had a four o'clock practice, so it was a great family system growing up.

I went to Las Lomas High School, graduated in 1990, and came here to the University of Nevada where my brother was already a junior. (He had graduated from high school in 1988.) He played football here, and I swam, and my dad graduated from this school in 1951.

When I was growing up, involvement in sports definitely was a family thing. My dad, as I said, was a physical educator at San Francisco State, and during the summers he had what we called "the program." There was probably a fancier

name for it, but he ran it, and it was just a sports program for all kids in Daly City and some of the poorer areas. I don't think there was any charge, and it was fantastic. Kids got to come to the university and play racquetball and all the sports you can imagine, but they also instilled in all of us posture, being on time, and lining up correctly.

I don't know if they still have them now, but back then they had the state and the national level fitness awards. We were very involved in that, and my brother and I always wanted to be one of those award winners. My brother did actually win that award, but I didn't, because we moved to Walnut Creek and stopped going to the program. But just going to that every summer really got us introduced to being athletic and being physical.

Again, when we moved to Walnut Creek I was four, so my first recollection of team sports was soccer, like every little kid. My first serious team sport that I remember was CYO (Catholic Youth Organization) basketball. I played with Brent Barry, who is now in the NBA, and Craig Mercer and Mike Shea and all these guys that were just phenomenal athletes. We were really, really good, and I was the only girl on the team.

The reason I played on that team was because Saint Mary's, which was the local Catholic school in Walnut Creek, didn't have a girls' team, so when

we went to go sign up after church one day my mom said, "Well, they have the boys' team. Do you want to play with the boys?"

I said, "OK, I guess," and I played right along side of them. I'm still really good friends with a couple of them today, so we have a good bond. Probably 1978-1980 is when I was playing with those guys. I played with them all the way up until junior high, and then I became a little more girly and it wasn't quite so cool to play on a boys' team anymore. Really, that's the reason I stopped playing with them.

Mary Larson: But they didn't have any problem putting you on the team?

Oh, no. I was a starter. They didn't care. I think kids were younger back then, so in fourth through seventh grades when I was with these guys, we were just kids. I never remember feeling like, "Oh, maybe one of them is going to be my boyfriend." I never even thought that. I just thought, "Pass me the ball! Come on, I can score!" That was what was important. So, basketball was really my first true competitive sport that I remember.

As far as I'm concerned, Walnut Creek is the best area in the world to grow up in if you are interested in swimming, because every community—like Indian Valley, Walnut Heights, and Rudgear—has a community pool. During the summer, all the kids in that particular neighborhood went to the pool, and you were there from May 15 until August 30. That is just what you did. You rode your bike to practice, and you hung out at the pool.

I remember we started out at Walnut Heights, because we didn't live in a "neighborhood." We just lived on a country lane that wasn't attached to a neighborhood, so when we first moved to Walnut Creek I can remember my mom said, "OK, we're pretty close to this pool called Walnut Heights. It's going to be pretty expensive for us to pull this off. Are you guys interested in doing this?"

We were, "Yes. Please, please, please." We begged for it for about a year.

I can remember it was about nine o'clock one night—it was super late—and we got a phone call,

and it was Walnut Heights saying, "OK, there's a spot open. Do you guys want it?" We just jumped around the house, we were so excited to get to join this Walnut Heights swim club. It seems so silly now, but it was so important then.

It was a private club, and the club itself only allowed so many members a year. You basically became a member of this club to swim on the team; that's how they all were. However many people quit the year before, they would allow that many people in the next year. We got in and immediately started swimming, and I was seven years old. That was 1979.

I swam for them for quite a few years, and Walnut Heights was *the* best team in the East Bay, but then I got really sick. Every year we used to go to Palm Springs, because my dad was the commissioner of the West Coast Athletic Conference, and they had their conferences there, so it was a business trip for my mom and dad. Jer and I just swam in the pool all day, and that pool ended up having some weird bacteria in it which actually killed some people, but we didn't find this out until years later. I got super sick and was bed bound, basically, for about two years. It was like a heart-sack inflammation thing.

At the end of the two years I said, "OK, I'm ready to start swimming again. What are we going to do?" By then I was older and in seventh grade, and we decided to go to the Indian Valley swim club, because we had left our membership at Walnut Heights. And that year I joined we became the number one swim team in the East Bay, so I kind of felt like, "Oh God, I didn't jump ship just because this is a better team."

I swam with them, and I'm still best friends with Donna Hall, who I met at Indian Valley in seventh grade. We are called "the bookends," because we were both the fastest girls in our particular age group, so she either went first on the relay and I went fourth, or I went first and she went fourth.

That's pretty much what I did every summer of my life. As I got older, starting at about age twelve or thirteen, I started coaching, so then I swam for Indian Valley but coached the six-and-unders and did private lessons. It was a lot of

responsibility, now that I think back at it, but we were just so gung-ho. We just loved swimming, and that's all we did. [laughter]

I swam in high school, and I started to get recruited from the University of Nevada my senior year. I can remember I was then coaching for Dewing Park, another East Bay club, and I was at the pool one day when the little pay phone rang at the pool deck. (This was 1990, before cell phones.) I went over and picked it up, and it was Mike Anderson calling from the university.

He said, "Hey, we've been chatting for a while, but I'm ready to offer you a scholarship. Will you come to the university?"

I said, "Absolutely." I was so excited, because I wanted to come here anyway since my dad graduated from here and my brother was already up here. I remember walking on campus one day and just saying, "This is where I want to be. It's just beautiful here." It had the Ivy-League feel on the West Coast and was close to home, so I knew that this was where I was going to be. Mike offered me a half scholarship, so I came up probably that August.

Were there other schools that were recruiting you, or were you so set on Nevada that it just didn't matter?

I was so set on that, but no, no other schools were recruiting me.

What other girls' sports did they have at Walnut Creek when you were there?

At the high school I played varsity tennis, softball, and swimming—those were my three sports—but they also had track and field, basketball, soccer, volleyball, and cross-country. They did not have water polo, which came after I left.

Did you ever notice any discrepancies with the boys' teams versus the girls' teams at that point?

No, I didn't, but my main sport was swimming, and it was a boys' and girls' team together, so we had the same weight room, and we worked out the same. At the university it was very divided,

at least when I went here, but there we had the same weights, the same pool time, and the same buses that drove us. The meets were coed, too, so there was no discrepancy between us.

That wasn't talk back then of, "Oh, the football team gets all this stuff." We just were happy our football team was winning. That's all you cared about back then. You didn't really think about it. It was just fun being an athlete.

What was your first impression of women's athletics when you got to Nevada?

I absolutely loved it. I got here in August of 1990, and I was also going through the sorority rush, so I was very unique in that. I wanted to come experience college. I wanted to be a *university* student, where everybody else on the team, except for one other girl, was very focused on being swimmers, period. Ali Whitford was another Pi Phi (Pi Beta Phi), and I ended up pledging Pi Phi with her, and we swam together our freshman year.

I remember I was so impressed. "Oh, my gosh, the pool is so nice." We are used to swimming outdoors in California, so here it was kind of a hard adjustment to swim inside, but that was OK. The weight room was way nicer. Our weight room had just been a shack. To today's standards, I think, "Oh, my gosh, it's so different." But I just thought it was neat.

"Oh, my gosh, we get to fly to a meet somewhere, and they're going to give me money to go buy food." To me that was all just exciting stuff, but my impression was, really, just of the swim team. I didn't feel like I was part of a university athletic family. I felt that I was a part of a swimming family.

We really didn't run into anyone, because we were in the pool, and we were looking face down. We were very separated. Our locker rooms were at Lombardi, and I think the other women's sports had locker rooms in the Old Gym and in Lawlor. It just didn't faze me. I didn't feel like we were separated. I was just so proud to wear the Nevada jacket, and it was great.

On a social level, we hung out with the tennis players and the baseball players. We all lived in

Nye Hall our freshman year, and so our team and the baseball team all had morning practice. I don't know if anyone else did—I never saw anybody else do morning work outs—but the baseball players and us would all walk up to Lombardi, and they would just go right across the way. We would all walk up or drive cars together, so, socially, we definitely hung out with baseball—also volleyball, never basketball, and some football, but not too much.

Even though you didn't have a whole lot of contact with the other sports, what other women's sports do you remember?

Volleyball, most definitely, and basketball. I don't know if I remember rifle from back then or just now, because they are so good. Tennis and swimming were probably the two I noticed the most, and I happened to live next to a tennis player in Nye Hall, so that played into it.

How aware were you of the administrative setup over in the Athletics Department? For example, did you know who the women's athletic director was when you were there?

I absolutely knew who Angie Taylor was—absolutely, without a question. She was *very* supportive of our team. In fact, my fondest memory of Angie Taylor is when we were down in Long Beach at our first Pacific Coast Swim Conference (PCSC) championship. We were all sitting up in the stands with her and watching our teammates swim, and as the day progressed, we thought, “Oh, gosh, we're going to win this thing. We really have a good shot.”

Angie said, “Oh, my God, there is no money in the budget, but, by God, girls, I will *find* you rings. I will steal money, if I have to, to get you championship rings.” [laughter] That was her commitment to us, and we got championship rings out of her. She was just such an amazing lady, and she still is to this day. She just said, “Girls, you will get those rings if you bring home the gold at this meet.”

Honestly, I think that statement out of her mouth is what started the whole Pack PAWS movement. She did not have a funding body, so she had to go into her own budget and find a couple thousand dollars for all these rings, and I think that is truly what sparked it, because a couple years later, Pack PAWS was there.

I knew who Chris Ault was, because my brother played football, and we knew who Dick Trachok was, because he and my dad are best friends. So, I was aware of the administration on that level.

The only time I was really angry at the administration is my sophomore year when Lombardi broke. The pool just shut down, and they couldn't get the heater fixed. So, here it was, the middle of December, and we were training outside in Idlewild Pool. We were running from the locker room into the pool, and our footprints were freezing on the pavement, and they stayed the entire two-hour practice, it was so cold.

Here we were training outside in the middle of December, and they were working really hard at expanding the football stadium back then, and Chris put all the money and emphasis and support into finishing that football stadium instead of trying to do the pool. From an administrative standpoint it was the right move. You've got to get your fans into a football stadium, I guess. But from our standpoint, here we were freezing to death.

So, I did know who the administrators were, but I was not influenced by them. They weren't a part of my daily thought process at all. But Angie was definitely around.

When I came to Nevada, Mike Anderson was the first-year head coach. Cindy—his wife, ex-wife—was previously the coach and started recruiting me, then that final phone call I got at the pool came from him, so we started here together.

What kind of support would you say was available for women's sports during your years here? It sounds like you were flying to meets and you had per diem for food and everything for travel.

We had our swimming budget. The school provided our swimsuits, goggles, and caps, but we had to chip in money for sweats back then, and then we had loaner jackets—the big swim jackets. If you swam all four years, you got to take yours with you.

I think anytime you come to a university from a high-school situation in an average American town, there is so much more at the university that you think, “Wow, I’m being spoiled! This is great!” So, I feel like the team supplied us with everything we needed.

I do remember there being problems with some girls and getting the money for their scholarships, but because I was on half scholarship and had other scholarships through other sources, and my parents were paying for college, too, it didn’t impact me as much.

Were there assistant coaches or trainers with the team?

There was an assistant coach, Katie Ingram. She was a fantastic swimmer, just a great athlete, and she was there our first year. Our second year there was Gwen Shonkwiler, and she remained for several years, although I only swam for the first two years. My freshman year we didn’t have diving, but by my sophomore year we did, so then there would have been one diving coach, but that was it. It was pretty much just Mike.

We definitely didn’t have a trainer. All of our weight training was managed by Mike—and Katie and Gwen throughout the years—but Mike really did everything with the team. I just remember him always being there. He drove the van, and he handed out our plane tickets. There was no managing support staff for him; it was all him.

I remember my sophomore year we got a chiropractor, and that was so cool. We had some guy come up every once in a while and work on some of the girls who were in pain. I never did it, but we did have that.

As far as other support, there was study hall. I never went to it. I think you probably had to have a certain GPA to have to go to it, and I don’t

even know if it’s required now. I never went to it, but I know there was study hall, and tutors were offered, so there was support.

You mentioned the weight room. Was that just for the swim team, or was this something you were sharing with other groups?

More than likely we were sharing it. We never shared it at the same time, but the weight room that we used was in the Old Gym downstairs, and it was certainly not just for the swim team. It’s probably not even there anymore. [The study center moved in there later.]

I don’t remember having any trouble with the weight room schedule, because we were on a regular routine for our weights. It was the same with the pool. We had our schedule, and I think Mike just probably said, “Here’s when the team is in it. No one else can be around.” I know there was free swim right before we got there, so sometimes we’d be stretching when people were getting out of the pool, but we felt like it was our pool.

We talked a little bit about the fact that there wasn’t a diving team yet, but what was the swim team like when you got to the university?

Fast. Absolutely fast. Hands down some of the best swimmers I’ve ever seen in my life. They were just good, solid athletes. We went 31-0, and we were the champions two years in a row. In fact, I think they’ve won the championship almost every year. When I was there, that would have been 1990-1991 and 1991-1992. We won the Pacific Coast Swim Conference championship both years and had just an unbelievable record, and we were swimming good teams. We were going down into the Bay Area swimming Cal (University of California, Berkeley) and Davis (University of California, Davis). Down in Arizona we swam NAU (Northern Arizona University) and just good, solid swim teams.

Our team was in a different conference from the other teams at Nevada. The school was in either Big Sky or Big West—whatever the smaller

one was—but not enough of the schools in that conference had swim teams, so that's when a bunch of independents became the Pacific Coast Swim Conference.

Some of the top teams we played were NAU, San Jose, and Davis, and I remember swimming at Berkeley, but they obviously aren't in that conference. We swam Cal Poly (California Polytechnic State University, San Luis Obispo) and Sacramento (California State University, Sacramento), but those were just the people that we swam during the year, and then at the PCSC we would see completely different teams. We swam against Air Force. But there are no rivalries that really stick out in my mind.

How many women were on the team your first year or second year, because they added diving the second year?

Between sixteen and twenty.

Do you know if they had maxed out with the number of NCAA scholarships?

I don't know. I'm fairly certain, but I wouldn't want to go on record saying, "Yes, we did." Back then, I want to say the legislature paid something for women's athletics—they paid tuition or gave waivers. I don't know how that works.

What were your travel schedules like when you would do away meets? Would you be going to someplace for just individual meets against a school, or were there larger group meets?

There were group meets. We would go to Sacramento just to swim Sacramento and come back, but we would go to Cal and swim three or four teams. There definitely were cluster meets. I don't know what they would have been called, but we had both. I do remember most of our meets were usually on Saturdays, although we could have a Thursday meet, so we would miss some school.

The season length was so funny, because it's considered a spring sport, but as soon as we got to school we were checking in, and Mike knew what

we were doing. We were running. You couldn't swim [because of NCAA regulations on practices], but we were running and doing that kind of stuff, and we were expected to swim all summer long back at home.

We would go home for Christmas, but the day after Christmas we all had to come back to Reno. There was nowhere to live because all the dorms were shut down, so we all bunked in with some of the seniors and juniors who had their own apartments. That's when there were like ten girls to a house, and we just slept on the floor for two weeks. That was our hell week, and we practiced three times a day. That was just brutal. Then our season would start in January and would go through May.

Over break there was no housing. There was no food, because you couldn't go to your DC (Dining and Commons) back then, so you essentially were just a vagabond living off your friends.

During that two-week period, we literally do nothing but swim, so I don't remember anything from those two weeks. I didn't see anyone else. We got up in the morning, went to work out, came home and tried to relax for a while, went back to the pool, had another workout, came home, and then went and did weights or swam again. It was pretty intense, so I have no idea who else might have been on campus back then. [laughter]

During the season, I'm not sure how many meets we had. There were probably fifteen—a lot. We were just constantly going, every weekend.

Here is the very interesting thing about our swim team at the university: no one goes to watch swimming. I've been a swimmer since I was seven, and the only time you have a crowd is when it's a major meet and a bunch of parents are in the stands. Swim teams are large teams, so if you have two teams together and the other swimmers are watching, it might look like you have a couple hundred people there, but there aren't—they're swimmers.

I do not understand it, and I don't know how it happened, but our swim team got a following. If you go into Lombardi, and you look up—since the stands are pretty high up in Lombardi—we would be full, and I don't know why. One of the

girls was dating an ROTC guy. In fact, I'm pretty sure she ended up marrying him. He brought a lot of friends, but none of my fraternity-guy friends ever came.

I do not know the draw, but we had the band at our meets at Lombardi. We were this good "little-engine-that-could" swim team, and we had the band, and we were full every single time, and it was all students. The stands at Lombardi can hold a couple hundred people, and it would be jam packed. [laughter] I cannot explain it, because people don't like to watch swimming. Somebody did—or they liked to look at girls in swimsuits. I don't know what it was, but they were there.

The band almost had to be there. They realized, "Oh, my gosh, we're the pep rally, and the pep rally is at the swim team, so we'd better go into Lombardi and be part of the pep rally."

Do you know if the band was involved with any other women's sports? Did they show up at women's basketball games or anything?

I have no idea, because I never went to other women's sports. I never went to anything, because I didn't have time and I wasn't friends with any other athletes. I might have gone to a couple tennis matches, but the band wasn't at the tennis matches. [laughter]

Was attendance like that when you got there?

No, it evolved over the two years. It was a curious thing. There were a couple people up there that were big ralliers and just got their buddies to come with them.

In thinking of the university generally, did you get a sense of what the philosophy was on campus regarding women's sports during that time?

I didn't. Again, it just didn't seem to be an issue, but that's from my perspective. It could have been a huge blow-up thing on the campus, and I just didn't know about it, but my perspective, as an athlete swimming here, was that everything was great.

Were you aware of anything going on with Title IX at that time? Did it seem settled?

The only thing with Title IX that I ever really remember is some people griping, "They did away with men's track at this university, because not enough women were coming out to play." So, there was some bitterness on that side, but that's really all I can remember. It never impacted me as an athlete, though.

Let's get back to Angie for just a minute. She was the senior woman administrator while you were an undergrad. How did she approach being an advocate for women's sports?

I think by being athletic, being constantly in shape and in motion, and being at everything. Here we were swimming down in Long Beach, and in walked Angie. I just felt like, "Wow! I can't believe she's here!" She was just an advocate, I think, in the highest sense of support—being everywhere, touching everyone. I just absolutely had the utmost respect for her.

For school more generally, what was your major?

I majored in broadcast journalism and Spanish. I was doing a lot when I was in school, and I was doing probably a little too much. I came up and pledged Pi Phi, and I was swimming, and I lived in my sorority house. Well, I lived in Nye Hall my first year, and I lived in Pi Phi my second year.

I became involved in broadcast journalism, so I was the president of the Broadcast Club, and I was going to what is called RTNDA, the Radio and Television News Directors Association. It's a great, big, huge conference that goes on once a year, and I went to that every year. The first year it was in Miami actually, which was really nice, and the school helped send me because they felt that it was important for a student to get to go and see that. It made such a big difference in my life. It really made me understand the world of journalism. So, I always was so appreciative of that. I was doing that, and I was fortunate not to have

to work, and then I was just being really social. [laughter] Very, very social.

Were there any sports-related student groups that you were involved with?

Not that I was involved with, and I can't really think of any. I also did intramurals, so I played flag football and basketball and those kinds of things for my sorority. But there was no Pack PAWS to be a member of or anything like that.

You made the decision to leave the swim team at a certain point. Do you want to talk about how that came about?

I knew coming to college that I wanted to experience collegiate athletics—that was my number-one goal—but I also knew that I wanted to do as much as I could while I attended the university. When you are a student-athlete, all your time gets put into your sport. You live it; you breathe it; you practice it twice a day; you get up at horrible hours, then you study late into the night and do it all over again. For two years of my life, that was exactly what I wanted to do, and then, quite honestly, the team just got faster and faster, and I felt my attention kind of go broader and broader, and I just didn't want to put in the hours anymore to keep up with them.

The team was getting faster, and I had maxed out. At the end of my second year, I just felt like that was a struggle of a year for me, and while I still enjoyed it, I thought, "I really want to go to Spain." If I was going to go to Spain to study abroad, then I was certainly not going to swim there to keep in shape so that I could come back for the spring season. I just said, "You know what? This is it. I want to go do other stuff." I hopped on a plane and went to Europe for two weeks that summer and then lived in Spain for a semester.

I went to San Sebastian with USAC (University Studies Abroad Consortium), and they have such a fabulous program under the direction of Michelle Cobb and Carmelo Urza. Those two up there are just phenomenal. They are expanding and adding more countries and doing some re-

ally good things, and I'm so glad I got to be a part of it. My children will definitely be members of USAC, going somewhere in the world—I don't care where.

But you know, I just felt that that was important. I came to school not to just be a swimmer. I came to school to experience life for four years, so after two years of just being a swimmer, I said, "OK, perfect. I put in my time."

You mentioned that you had a joint major with broadcast journalism and Spanish.

I had taken some Spanish classes, and because I went to Spain, I was able to have a Spanish major, because every single credit I took there translated into a Spanish credit. When I came back I only needed about six more credits for a major, so I said, "Perfect." I just took an extra Spanish class one year.

When I was over there, I took photography, culture, Spanish—speaking Spanish, writing Spanish, lots of Spanish. My photography class was probably the best, because that was a journalism class as well as a Spanish class. They made us travel the country, and so I went into the French Pyrenees and Basque Pyrenees and took pictures. A little old man befriended me, and I stayed at his house, and he made me soup. It was just a great experience.

I'm forcing my children to do it whether they want to or not. [laughter] It wasn't even that much more expensive. I think it was dollar-for-dollar to get to go, and then you just had to pay for travel expenses. It's such a good deal.

Is there anything else you would like to reflect on, as far as your undergraduate days go?

The one thing I did have a hard time with, with the swim team, was that everyone was just very focused on swimming. They came to the university to be swimmers, but I came to the university to be a well-rounded university student, so we did clash heads every now and then, when I would say, "I have a sorority event to go to." That was a little hard for them to swallow,

and then, in turn, it was a little hard for me to swallow that they were chiding me about being a sorority girl.

I'll never forget, one day I walked into Lombardi Rec, and there was a guy sitting there, where you had to sign in and show him your ID card. He had known me for a couple months just from coming to practice, and he said, "Wendy, what else do you do at this school?"

I said, "I'm also a member of Pi Beta Phi," and he never talked to me again from that moment on. Suddenly, from then on, I was a sorority girl—I wasn't this Wendy girl who came in to swim on the swim team everyday—and I thought, "Wow, there is still some friction there between people and other groups."

I always felt like people said, "Wow! Amazing! You're a swimmer here?" They kind of held me up on a pedestal for that, but not so much for being in a sorority. That was just, "Oh, you're just a partier college kid." But I think people really respected the fact that I was a collegiate athlete, and even now, into my adult life and career, I bring it up all the time, because there's just a sense of pride. Not everyone in the world can be a collegiate athlete. It was a goal of mine, and I did it, and I'm very proud of it.

Besides your friend Ali, were there other people that you knew either from that sorority or other sororities that might have been in other sports? I'm wondering if it was just a disconnect with swimming or with everything.

Oh, there was a disconnect with everything. Ali Whitford swam just the first year, and then she left the team after her freshman year. There was another girl named Kate Botsford who was a fantastic swimmer—super, super fast. She pledged Phi Delta Theta for a little while but then left Theta because of swimming. There were some girls on the ski team that were in houses, but no basketball players, I don't think any volleyball players, no track and field, and maybe one tennis. My friend Christy Marsh played tennis, and she pledged, I think, Theta, but she didn't go through the house the whole time she was here.

So, no, it wasn't a case of, "Hey, what house are you going to join, and what sport are you going to go out for?" It was definitely not that. You pretty much did one or the other here.

Do you think it was a disconnect with the image, or do you think it was just because of the amount of time that was required to dedicate to both worlds?

I think probably time more than anything, although, certainly, there is an image of the sorority girl that doesn't necessarily match how the athlete might see herself. I'll bet a little bit of it was image, but more so it was time. My first two years I was going and going and going. I was just double-booked, and probably by my junior year I was so exhausted I said, "Get me out of here; I'm going to Spain."

I grew up in the Greek system. My dad is just a die-hard SAE (Sigma Alpha Epsilon), and my brother was an SAE when I got here. Both of them played football and did SAE, so why could I not swim and do Pi Phi? It wasn't *whether* I was going to join a sorority, it was more, "Which house?"

With the men, I would say some football players were in houses. In fact, the football team has a fraternity—Kappa something—but they have it emblazoned on their arms. My brother, again, was an SAE, but I don't remember any basketball players being in.

I would say maybe a few more guys were in the fraternity system, but then again, if you look at the fraternities, they had more of the rough-and-tumble type of image. If you look at sororities, the image that people have is more like, "What bow am I going to wear in my hair? Come to my tea party," which isn't the reality of a sorority, but that still is the image.

So, I think an athlete coming to this school isn't going to say, "Oh, I want to go join a sorority." It's just two different brains working. I'm just glad I got to do both. It worked fantastic for me, and I went all four years in my house and two years swimming.

I lived at my sorority my sophomore year, then my junior year I was in Spain, and when I came back for my second semester after Spain, I

moved into an apartment. But, I always lived in apartments and houses with sorority sisters.

Let's talk a little bit about your involvement with Pack PAWS. How did you first become active with that group?

I was actually a board member of AAUN. They contacted me first in maybe 1997 or 1998 and said, "We would like to have you on our board."

I said, "Great. I just want to be back at the university."

So, I became a board member with them, and there weren't many women on the board. It was Mendy Elliot, myself, and the president of the Peppermill—she came in during one of those years that I was there. Cindy Fox, I think, also might have been at those meetings, but it was predominantly men.

Then Angie called me and said, "We want you on Pack PAWS."

I said, "Great. This is really the organization I wanted to be involved with." So, I went onto their board and started working under Mary Conklin and Angie.

The main purpose of Pack PAWS then, as it is now, I truly believe, was to support our female athletes, to get them what they need, to give them mentoring programs, to help them once they graduate, to have people to turn to. I truly feel that Pack PAWS has always been strongly focused on just the female athletes and helping them with what they need.

What kind of visibility issues did you see with women's sports, especially being in the news business yourself?

There is a huge problem with it, but the reason that there is a problem with it is because the TV media, newspapers, and magazines have to sell, and what are most people interested in? What do most people go to? They go to the men's sports. Look at the attendance difference between a men's basketball game and a women's basketball game. So, are you going to put the women's basketball

game on the front page? Of course not. Are you going to cover the women's basketball game on TV? Sure, if we have time.

J.K. Metzker at Channel 2 gets two minutes, sometimes three minutes, if he's lucky, to do his whole sportscast. So, are you going to squeeze in a women's basketball game when you have Tiger Woods playing golf and you've got the men's basketball team going to the NCAA?

You have to pick and choose, and women's athletics just isn't that popular. It never has been, and I don't know that it ever will be. I don't know why that is, but maybe because men are just faster and more physical, people like the intensity of a men's game better.

I don't know, but we certainly had more issues back then. The swim team was *never* covered, and we were winning championships. We were the best team at the school, and we never had cameras in our faces or any publicity.

When I was on Pack PAWS that was a big push for a lot of the women to get us covered in the newspaper, and so a small group of women started just flooding the e-mails—because by then e-mail had come about, and it was easier to contact people at the newspaper. Then you started to see women's athletics inside the paper more—certainly not on the cover, but inside. Then maybe a couple of years later, it was on the front page but below the fold. "Hey, we'll take that." Now you see the women's softball program is eighteenth in the nation right now, and they are getting front-page stories. So, I think it is evolving.

I think it is becoming better. It's never going to compete with men's sports though; it just won't. I don't bang my head against the wall about it. I swam because I personally wanted to swim. I don't necessarily want to go watch swimmers. That's the difference.

With Pack PAWS, what kinds of events or committees were you involved in?

I think I held almost every executive position. I think I was secretary and vice president. I served as president, and I was on the bylaws committee, because we completely redid bylaws my second or

third year in the organization. That would have been between 1998 and 2001. I always try to figure it out with my wedding. I got married in 2000, and I think that was right around 2000.

There was one thing with Pack PAWS that I found really hard. I was asked by Angie to come up and be a part of it, and I was so excited to work with her. I was just a committee member, just on the board for a couple years, but one year they said, "OK, we want to start putting you on track to be president." The year I became president, though, Angie left.

The year that I really wanted to start making some differences and figuring it all out, Angie left, and so the wind got knocked out of the sails for a little bit, as far as I was concerned, because I didn't have that person next to me. Then Cindy Fox took over, and there were some battles between Pack PAWS and the administration up there. Pack PAWS had to fight, fight, fight so hard when Chris Ault was the athletic director, because they had what they wanted to do, and Chris had his impression of what Pack PAWS was all about, and sometimes they didn't see eye-to-eye. There were some hard years.

See, Pack PAWS wanted to raise money just for their own coffers. They felt like everything we raised needed to go into just Pack PAWS for the girls, and the administration said, "Well, we're not so sure about that." There were always battles over money, and there were always battles over how much support Pack PAWS was going to get from office people, if nothing else. But then the administration gave us a liaison, so we had somebody working directly with us. I think the more money Pack PAWS earned, the more powerful the organization became, the more respect it got, and the more it was listened to and was given a little more leeway.

I think I served as president from 1999 into 2000, because I had a party at my house trying to get membership. That was my key thing—I wanted to really build membership during my presidency. I had a big fundraiser at my house, and I was living in the house that I moved into in 1999.

My goal, really, when I was there as president, was to bring AAUN and Pack PAWS closer together.

I joined AAUN, and, in fact, I got almost my entire Pack PAWS board to join, and I got a bunch of AAUN members to join Pack PAWS, because I wanted to stop this division. I wanted to make it just a little more comfortable to work together. I started going to all of AAUN's meetings, and I had been on their board before, although I had since left. I was on that board for probably about three years. So, that was a big goal of mine.

I remember going to Chris Ault's office and saying, "Hey, I just want to reintroduce myself. I want to start fresh with you. Here's my money for AAUN membership. Let's start working together," and that's kind of how I started my presidency. That was probably a big goal, as well as membership drives.

Was AAUN contributing to support for women's sports at that point?

I think so. I think the members of AAUN have always been very supportive of female athletes. As far as fundraising, I don't know really where their money goes. The men's sports were definitely their main focus, and I think when Pack PAWS started to become a stronger entity they felt like, "Well, here's the women's organization, and here's our organization." But again, I think the individual people were still highly supportive of women's athletics.

What was your year as Pack PAWS president like?

It was busy and a little crazy. We lost our liaison that year—Heather something. She left to go to University of Virginia. And it was just harder because I didn't have Angie there. I was dealing more with Rory Hickock and Cindy Fox, and I just didn't know how to work with them as well as I did Angie. I always felt like Angie was such an advocate for us, and I felt like we lost our advocate, so I would say it was a tough year, but so many years up there were tough with Pack PAWS. It's an organization that is just fighting for the girls.

Did Angie stay in her position until Cindy arrived as her replacement?

I think Cindy was already at the university, because I'm pretty sure Mark Fox was already an assistant coach. I kind of remember the transition being seamless, because I remember going from working with Angie to then working with Cindy and Rory. So, maybe Rory kind of took over for a little while, and then he and Cindy shared duties with Pack PAWS.

We got another liaison after Heather left, and her name was Linda Thomson. She worked with us for a couple of years, and then she left as well. That's a hard job. You have to go to every event, and you really have to spread yourself pretty thin.

What are some of the events that you've been involved with for Pack PAWS?

Salute to Champions. I have gone to that dinner for a number of years, and I've emceed the event, as well. They used to have a golf tournament, so I golfed in that for a couple years. I think that's about it.

I was involved with the Salute to Champions committee. I can remember going in and sitting down and reviewing tapes for potential speakers and saying, "OK, who are we going to watch? Let's look at their tape," and then picking a speaker.

One of the speakers from the years that I went was Robin Roberts, who is on ABC's Good Morning America—an African-American woman who just got done with breast cancer. I remember selecting her, and I remember selecting the basketball player, Sheryl Swoopes. They were fun. We always had—and still do have—fantastic speakers. It's just amazing the women they get to come in. I know one of the first years they had Janet Evans, and I did not go see her. I don't know if that was the first year or later on, but I know she was one of the first.

I've been down to the legislature with the Girls and Women in Sports Day. They get all the teams together in Lawlor and do exhibits, which is actually amazing. It's really fun, and I've done that, too.

I think that they offer some pretty good things. The thing I really like about what Pack PAWS is doing now is they are getting the girls to

do community events and to reach out to youngsters, I think just to let the community know, "Hey, we're out here. We're a resource for all you kids." And also to let the kids see, up close and personal, these female athletes. It's great.

I think Pack PAWS has evolved. It used to be an organization that had to just fight for everything—any and every little, tiny thing used to be so hard to do. Now it's become a real player on campus, a substantial fundraising entity that gets its own office. I think it really has become something that's respected and something that has kept its focus incredibly well, and it's such a good thing for student-athletes up here.

I think it's better than when I even first started. We were having students come talk at the meetings, and now there is a student liaison that we never had before. Again, they are just constantly getting the students to know who Pack PAWS is, as well as to say, "Hey, down the road, this is the organization, if you want to get involved with or us you want to support us. We're here."

Do you think that helps give the students some historical background on how things have been?

Yes, absolutely, because almost everybody on the board is an athlete, and some collegiate athletes, and it's just nice to know that there is a board out there working for you.

Where do you think it's going as far as its mission?

I think it's probably going up. I think it's going bigger and better. I think it probably wants to reach more students, be more hands on. I think it probably wants to create more funding—not necessarily opportunities—but just become larger and bigger, as far as fundraising goes with the programs or the events that they already have. That would be my guess.

My last year or so of being on the board and being active, Cary Groth had taken over as athletic director, and she came to every meeting. She was always there and always had great insight and was so supportive. I think, because she is there, Pack PAWS will do fantastic. I think she is a big



Matt Conklin, Mary Conklin, Robin Roberts, and Tom Conklin at the Salute to Champions dinner, April 1998.

advocate for Pack PAWS, obviously, as well as women's athletics.

I started getting less involved with the board. I can tell you almost to the day when that would have been—October 8, 2003. That is when I had my first child, Eva Diana Damonte. She used to go to meetings with me, actually, because my mom was on the board, too, for a while, but it was just too hard to have the baby at meetings. You just can't focus. Then I had my son, Dominic, in 2005, in April.

I still have little kids, and these meetings are at 7:30 in the morning or 4:30 in the afternoon. Well, I go on TV at 5:00, so a 4:30 meeting never works for me, and a 7:30 in the morning meeting, when you have small kids, is just too hard. So, I have chosen to drop out of a lot of things, because I like to be home with my babies. I'm a full-time mom.

We are actually a very athletic family. My husband and I do adventure racing now, and a typical race is up to twelve hours. We mountain bike about thirty miles, run up and down mountains for ten miles trying to get through an orienteering course, and then we kayak a couple hours. They are pretty intense races, but they are great, and it's good for my husband and me to have this together. And with the kids, we get them out. We have horses, so we walk over to the horses and feed them, and we are getting them interested in doing things.

Every night my little girl says to me, "Are you going to go biking or running in the morning?" because I try to do my workout before they wake up. They always want to know what I'm doing, and she can't wait to start doing that with me and start going on little runs. We are trying to get them just to realize that we're an athletic family, and we

want to raise them that way and get them doing stuff with us.

They are definitely water babies. My daughter and son both were at the pool with me all summer long last year. We have some great friends up at Arrow Creek who let us come play with them up there at their pool. Eva is getting pretty good, and I think this is going to be Dommie's summer to be a little swimmer. Then they are in gymnastics right now, and they like to do that. Eva is going to be our dancer, though, I think. She's big into dancing. [laughter]

Are there any final thoughts you have or anything about the swim team that we didn't talk about that you wanted to bring up?

I think it's just a testament to where coaches are going. Unfortunately, they have to go move on to bigger and better. Mike Anderson went on to have a huge coaching career in swimming. Mike Schrader just left to go to, I think, San Diego. Huge jobs. These guys are doing phenomenally well. I haven't yet met the new Mike in town—Mike Richmond—but the team looks good so far.

I think that with swimming, as well as with all the female sports, the kids coming in now are going to have it so much better than I had it, and the kids after them are going to have it so much better, which is the way it should be. This campus is growing and becoming more beautiful every day, and the Athletics Department is included in that, and I think that's fantastic. The University of Nevada certainly is on the map for academics as well as athletics.

ERIC HERZIK

Eric Herzik: I was born in 1955 in San Diego, California, and I grew up in La Mesa, a suburb of San Diego. I went to public schools in La Mesa, attended the University of California, San Diego for two years, and transferred to the University of California, Irvine, where I got my BA degree in social science in 1977. I then went to the University of North Carolina for my MA and PhD in political science, finishing up in 1982.

Mary Larson: What kind of activities were you involved in growing up? Were you into sports?

I played typical sports like Little League baseball; I wasn't very good. I played tennis through high school, and I actually played ice hockey, which is hard to believe in southern California, but southern California has a very strong youth ice hockey program, so I played that through college on a club basis. I have just always been an avid sports fan, although I am limited, given my less than robust stature, in terms of pursuing some sports. I'm not going to threaten too many people on a football field or a basketball court.

When you were growing up, do you remember if there were any kinds of sports programs for girls?

There were, and there weren't. My sister sometimes complained about that, but at my high school they were very strong in women's volleyball and women's softball. They also had a women's tennis team which played in an alternate season from the boys' team. In fact, I had many friends—they were girls, but they weren't girlfriends—who played softball. We were less strong in tennis. This was the early 1970s, and there was no particular stigma for girls participating in sports, at least at my high school, but there was still this kind of second-class aura about it. We really noticed it in PE. Boys' PE was far more rigorous than girls' PE. Boys and girls had uniforms, and we dressed out. For boys PE, if we weren't in a sport, or if we were between sports, we ran. Girls got to do archery, I remember, while we were running. How cool is that?

I noticed women's sports when I went to college, although at UCSD there were no sports, really, for anybody, and Irvine was developing minor sports for men, so I didn't really go to sports powerhouses, but then in grad school, absolutely. About the time I was there, North Carolina was making some huge strides in promoting women's athletics—women's basketball, but most importantly women's soccer. North Carolina is noted for being a dynasty in women's soccer, and

I want to say that started about the time I was leaving my PhD program. In the early to mid-1980s they just started winning. Plus, to this day, North Carolina has a very loyal fan base and alumni donor base. I think last year they got more money in athletic giving than any other institution in the country.

The Dean Smith Center, which is the big basketball arena, was not there when I was there—they were about to build it when I left. They were still playing in the old Carmichael Auditorium, and they won a national championship my last year there. The Dean Smith Center was completely funded by donors, and they oversubscribed it. I think at the time they needed—which is a very small amount now—\$25 million, and they got about \$30 million. The Athletics Department was actually somewhat embarrassed by that, because they were trying to build a new library, as well, and so they diverted money to the library campaign. Dean Smith, the basketball coach, who was actually a good fan of academics, as well, did fundraisers for the academic side of the house.

I think that's why North Carolina has strong women's programs, because they have the money to do it. Where football pays for a lot of sports at other institutions, if you have a top flight basketball program it can earn even more money; and that is true at many institutions now. The cost isn't as great, because you're only traveling with twenty players, and you're playing thirty games. If you are selling out twenty times at a facility like the Dean Smith Center, which seats about twenty thousand—with ticket prices just as high if not higher than the football stadium—you're going to do fine.

Lawlor Events Center seats between 12,000 and 14,000. It's your normal size arena; it's not a huge one, but it's not really small.

And back to your high school, about what size was the high school?

About 2,500 students—I graduated in a class of about 600. At the time it was in the large category; then other schools grew, and my high

school did not after I left. They were CIF AAAA (California Interscholastic Federation) instead of CIF AAAAA, which they are now. My high school has become a charter high school, and it is noted for its athletics, given that Reggie Bush and Alex Smith are both graduates, as is Bill Walton. Bill Walton played basketball while I was there, and I remember going to high school basketball games and sitting with pro players—they would come to watch because he was that good.

Could you talk a little bit about how you ended up at UNR?

I got my first job at Southern Illinois; it was the right decision at the time, but it was 1982 and a recession year, so they had no money. I was recruited by Texas A&M right after I took the job, and they said, "Why did you take that job? You knew we were interested in you."

I said, "Well, because it's a bad economic time, and they offered me a job—tenure track. It's a decent place."

Then I did something that, arguably, is less than professional; I left after one year to go to Texas A&M. Money, resources—they had everything. I left Texas A&M after three years, because I got a better offer, and Bryan/College Station is not a great place to live. It's a great school, great colleagues; I'll never say anything ill about them. I was doing well, but I was offered a job then at Arizona State with a reduced teaching load, even more resources, and they matched the salary, so I moved there. That was a big mistake; what a disaster place. It's a really bad school, but I didn't know that. [laughter] On paper it looked good. After three years there I left, because I didn't like them, but to be fair they didn't like me, either.

I was doing a lot of consulting work in Nevada with Yucca Mountain and nuclear waste. As a matter of fact, I was commuting twice a week to do research up here, and a job came open here in 1989, so I applied. It seemed like a reasonable place; I didn't think I would stay long. And the rest, as they say, is history; eighteen years later, I'm still here.

What was your first involvement with athletics on campus?

I filled out a Faculty Senate interest form; I marked various committees, and one was Intercollegiate Athletics Board. I served on it for two years as a member, and I think we met twice—one year we didn't meet at all—and we didn't do much of anything. That would have been in 1990-1991. It was just academics; it wasn't anything I particularly sought out like, "Yes, I really want to be involved with athletics."

I don't know if the Faculty Senate appointed me, or Joe Crowley did, but I became chair of Intercollegiate Athletics, and I realized that this committee really had done next to nothing. It was supposed to be a liaison between the academic side and the athletics side. It was supposed to report to the Faculty Senate about the condition of the athletic program, particularly budgets, which is what I do—academic and public budgeting. I realized we just didn't do anything; we really had no particular mission, so for a year we did next to nothing and then reported back to the Faculty Senate that we did next to nothing.

Phil Boardman was Faculty Senate chair, and I think he was very upset with me. He said, "Why didn't you tell me you weren't doing anything?"

My point to the Faculty Senate was that nobody cares, and if we're going to do this committee, we need to—now the language would be—"Get a mission statement." At that time it was, "We need to specify what we're going to do." The language at that time was to create some sort of bylaws that stated what our charge was and how we were going to do it.

So, we reconstituted the committee and through the Faculty Senate got a number of people from just the general Faculty Senate "check off the box" who became very active.

I said, "Look, we want to become involved," and there was a little resistance, I think, from the Athletics Department at the time.

They were thinking, "Wait a minute, this committee has never done anything before."

But we somewhat pushed back and said, "No, we are responsible to report to the academic side."

At about this same time UNR was considering moving up from Division I-AA to Division I-A in all sports—many people say in football, because it was pushed by the football program. It was summertime, and they needed a report, so the Faculty Senate tapped me, and Joe Crowley did, as well, to look at this, analyze it, and determine if we should recommend it. I wrote a report basically saying, "Yes, we should."

It was debatable; I even remember saying that there were risks moving up, but by the same token, there were just as many risks staying where we were. So, we had about three things going on. We were reconstituting the role of IAB (Intercollegiate Athletics Board) and making them more active. We requested review of budgets and personnel activities, and the budget was easier to get ahold of than the personnel activities, such as, how do we review our coaches and staff? How do we award merit? Equity in terms of treatment of men's and women's sports—we just wanted to look at the whole thing.

So, we were doing that, and meanwhile, the NCAA had a new accreditation policy, and UNR was going to be in the first round of that. That occurred in the year that we were reconstituting ourselves, and that was somewhat embarrassing, talking to the site visit team and saying, "We didn't do anything last year, and we didn't for a reason."

We wanted to show that this committee needed to be more important, and, actually, the reviewers bought that and said, "This is good—you're going to have a more active board."

The move up to Division I-A, then, must have come after that, but that was in the works, as well. All this was swirling around, and I was involved in various aspects of it: working with the Athletics Department, reporting to the Faculty Senate, meeting with Joe Crowley on some of these issues. The most interesting part of it wasn't so much the athletic board. We kind of got into a routine on that and could make reports about what athletics needed, and could make a case to the Faculty Senate, not always successfully, but also just report on the condition of the Athletics Department. Academics often distrusted the Athletics Department, and I felt the Athletics

Department was very defensive in talking to academics.

My point was—and I stated this very bluntly to Chris Ault—“You actually have a pretty good story to tell,” and Chris is a very good speaker, so I told him, “Chris, come down and talk to them.”

He says, “Well . . .”

I said, “Yes, and you’re going to get some people challenging you. They just won’t believe you.”

As a matter of fact, when we first looked at their budget, Gary Blomquist—who was very active on this committee and a very good committee member—was the first one to make the joke, “OK, where are you hiding all the money? How are you doing this? You’re running your program on a shoestring. Most people think you are just awash in money.”

When we reported to the Faculty Senate, the reaction was, “That’s all they have?”

I said, “Yes.”

It’s not like they’re taking all the state money that should be going to academics. But we had to explain to the Faculty Senate members who got mad and said, “Well, these donors are giving them money, and that’s not right. Why can’t we have this money?”

I just said, “Because they gave it to athletics.”

People just didn’t understand that. I might not like it, and yes, I wish they would have given it to academic program “x”, but it’s the donor’s money. Once it goes to athletics, it’s not like we can go steal it and say, “We’re going to take this money; the donor was wrong.”

“No, the donor was not wrong.” There was just a lot of reporting along those lines.

Was there a specific event or something that triggered all of this, besides your appointment to the chairmanship?

No, I don’t think my role had anything to do with it.

Well, it’s just that you got people reactivated.

Yes. We got involved, and my view of the Athletics Department at the time was that we

had Chris Ault, a very dynamic guy, and we had a very good football program, a good baseball program. Basketball was just there; it wasn’t that good; it didn’t draw people. The women’s sports were really secondary. You had Angie Taylor, who was very good, but she was the women’s athletics administrator, so we had this real divide, even within the program.

I’m sure it was Chris who pushed for us to take the step up to Division I-A, and I would guess Joe Crowley, also, because he was very interested in athletics. They wanted to move up the prominence of the Athletics Department, and the vehicle to do that was football. It probably would have been basketball as well, but basketball was just lagging, and the football program was a dominant power in I-AA, so it was like, “OK, let’s move up.”

When I did the report I interviewed all of the coaches and said, “What does this mean to you?” Everybody outside of athletics was saying football was driving this, but, actually, the response I got from the various coaches, both men and women—the one who was strongest on this was Gary Powers, the baseball coach—was, “Yes, this is a good move! I’m going to go from playing Big Sky to the Big West.” The Big West at that time included Long Beach State and Cal State Fullerton, and these are traditional baseball powers, so he was saying, “Yes, and it’s southern California. I’m going to be able to recruit, so this is a good deal for me.”

Women’s volleyball was the same way. We were going to be competing with top-flight southern California schools. The other women’s sports we really didn’t have, particularly—we had women’s basketball—and the university was under great pressure to equalize women’s sports.

Both the athletics board (IAB) and the Athletics Department seized on what was called CalNOW, which gave some guidelines for parity: participation, interest, and budget. UNR was falling well short on all of these, and we really couldn’t advance the men’s programs without advancing the women’s programs.

But no, it would have just made the problems bigger (if only men’s programs expanded). One of the first things athletics did—and I was IAB

chair at the time—was eliminate men's track. That was not a popular decision. At the early stage, trying to upgrade the programs across the board, I think their first strategy was to subtract to go forward. We couldn't adopt the strategy of, "Hey, let's advance the men's programs, and the women's programs will catch up." Nobody was going to buy that, and we probably would have been sued, so men's track was sacrificed because of that, I would argue, and women's track actually got a boost out of that.

The budget was so short in the Athletics Department, and people didn't realize this, "Well, why don't you just add these women's sports?"

"We can't afford it." There's not enough money to pay coaches; we don't have the scholarship money, and we must have facilities.

And there were more requirements than there had been previously for women's sports, because of Title IX.

Yes. Softball, for example, which had been eliminated before I even came to UNR—there was interest in bringing that back, and somebody argued, "We could do it without scholarships."

I said, "No. If you're going to have this, you have to have equal numbers of scholarships," so it would help a little bit on participation, but it wouldn't help on scholarships. That would send a very bad message that, yes, we can have women's sports, but with no money. That wasn't going to fly; plus, we had to have a separate facility, and that was going to be a huge issue.

Volleyball was added. We were so desperate to add sports and so short on money that Chris came to one of our meetings and said, "We're planning bowling." It was in 1997, and he had this chart and said, "Bowling will come in."

I think we just looked at him like, "Bowling? Is that even a sport, let alone a collegiate sport?" We made jokes about UNR bowling shirts. They really were desperate to figure out ways to equalize under the CalNOW participation and scholarship rates.

Can you talk a little bit about the CalNOW rate, the percentages?

I'd have to go back and look at the notes, but I think we had to be within 55/45, and we were nowhere near that in terms of scholarship equity. Title IX basically says it's supposed to reflect our student body. UNR at the time—and it's gotten much worse—was probably 50/50 male to female, and now it's getting up to 60/40 female to male. If we apply that rigid standard of Title IX, then men's sports are constantly falling behind. They don't even add a scholarship, but they look worse in comparison because of the participation rate based upon our student body.

CalNOW somewhat addressed that; instead of saying a rigid 50/50, it was 55/45, but we weren't even close to that. We certainly weren't close in scholarships, and we weren't close in participation, and the problem was that we had to add women's sports to get there.

One could argue that there was a lack of willingness, but I think that disappeared in a hurry. It was like, "No, we're going to have to do this," and it was somewhat drastic; as I said, they eliminated one men's sport. By emphasizing, say, track, we also had cross-country. We were so desperate to meet the dictates of Title IX and facing fiscal constraints. We had women's track and cross-country, and I always felt that we were meeting the letter of the law but violating the spirit of the law. For example, we could recruit a single female athlete who participated in cross-country, indoor track, and outdoor track. Yes, only one scholarship, so we only got counted once there, but in terms of participation rate she was three. [laughter]

So, we were doing sleight of hand like that. I don't think it was because of any nefarious attitude by administrators; we couldn't afford it. To make this happen—and this came later—when Chris Ault was both athletic director and football coach, he did not fully fund his football team. When we moved up to Division I-A he could have had eighty-five scholarships, but he did not take that full load. He had put his athletic director hat on and said, "I can get by with seventy-five to eighty, and I can use that money to augment the women's sports." He never announced that publicly, and maybe it was for competitive reasons,

I don't know. People often said that Chris Ault just favored the football team, and I have to tell you, as IAB chair, absolutely not. He was actually kind of starving the football team to support the other programs.

We also had a very significant lobbying effort with the legislature to get money for scholarships, and it was to deliberately fund and make available scholarships for women. People thought they just went there to get football scholarships, but, no, the Athletics Department was being quite creative with very limited budgets to make some of this happen.

You spoke earlier about how people could be counted for different sports. Could you talk a little bit about how some of the particular coed sports, riflery for example, were counted?

The rifle team is all women, even though it's a coed sport. [laughter] We have riflery, and we have skiing. Skiing is a natural for this area, but come on, it's not . . . In order to move up from I-AA to I-A, we had to have six sports; we couldn't just move up in football, for example. Our whole program had to move up, and we could barely do it financially. Our six sports included men's golf—the only reason men's golf stayed around was because the scholarships were endowed by local donors—men's tennis, riflery, football, basketball, and baseball. And that was it; we were at the bare minimum. I would say that three of those sports are, shall we say, not the powerhouse sports that big time programs have. Very few people have skiing.

Then, we had to add the women's sports and really boost participation rates there. We had swimming, track, and volleyball. The big target was soccer and softball, but those were in the future. Again, I'll give Chris Ault some credit here. We could have added soccer and softball just with local kids and no scholarships, but Chris Ault said, "No, we can't do that. It's not fair to the kids, it's not fair to the coaches, and it really sends the wrong message." He was pretty direct about that.

You can second guess his motives, but I do know for a fact that he said, "I would not do that

to a fellow coach, whether it's female or male. No, that's not fair." As a matter of fact, when he stopped being football coach one of the things he did say was, "This kind of underfeeding the scholarship beast of football will stop. The new coach gets the full complement of scholarships. I can't do that to someone else. I can do it to myself, but I can't do it to someone else."

By that time, I think things were starting to turn around. The budget has never been strong, but, God, they were creative.

The requirements for the number of sports—was that a I-A requirement or a conference requirement?

It was NCAA, not conference. In the Big West when we first moved up, some of the teams who played basketball did not play football. Irvine, for example, was in the conference for men's basketball, but was not in the conference for football—they still don't have a football team—and not in baseball; they had dropped baseball at this time. They had had baseball, and then they dropped it, and now they have reinstated it at Irvine. The only reason I know that is that it's my alma mater.

So, the conference actually shifted sport by sport, but it was an NCAA requirement. We had to have six men's sports and six women's sports minimum. We were filling out that six really at the margin. We were always going to have more women's sports than men's sports in order to get the participation levels, because there is no women's sport that balances football in terms of number of scholarships and number of participants. We basically have to have three big women's sports to balance that. Then the question was, "Which ones can we afford?" It's not just the scholarships—and there are limits on the number of scholarships we can offer; we can't have a forty-person women's softball team—but also the facilities. That's the one I think most people forget.

You can't just say, about softball for example, "They could play at Peccole Park."

"No, softball is a totally different field."

So, we got these kinds of responses back. People just didn't realize—rigid is too strong a

word—but that we had specific requirements, and we couldn't really fudge on them. When we did introduce softball—and this was after I left and wasn't involved—yes, we kind of played offsite, but there was the understanding, “You will have a facility,” and now there is one.

Basketball was kind of an odd case in that we could have the same facility; everybody played in Lawlor. The big argument there was practice time. For women, it wasn't such a great deal. Yes, they got to play in Lawlor, but they were playing in front of maybe 800 people, where, if they were playing in the Old Gym, it was more their house. Again, we had this thing that was almost like, “You *have* to play in Lawlor.” We have these mandates from the NCAA, and then we have perceptions that we're not treating this sport equally.

The perception is what I got involved with again with the athletics board. People didn't realize how tight the budget was in athletics. Whatever conference we are in, we're usually at the bottom in terms of overall financing. If San Jose State is with us, they're right down there with us. [laughter] And San Jose State at this time was looking at dropping football; that is how dire their finances were.

So, we had this juggling of finances, juggling of NCAA mandates, Title IX mandates, and this is what I would constantly report in terms of the budget and the efforts that were being made. Ault cut his own budget for football despite the prevailing thought, “It's all about football.”

I remember Chris' big complaint was, “We've got to get more people coming to men's basketball.” In men's basketball they only make revenue off ticket sales, because they don't control Lawlor. “Yes, we need more people in football,” he would say, “but every person that comes into Mackey Stadium and the signage—we sell a lot of signs—that goes to the Athletics Department. Concessions go to the Athletics Department.” We make something like \$80,000 a year off beer sales; we are one of the few places that sell beer, and that is partly because we are Nevada, but we desperately need that money, and it is a good deal. [laughter]

In moving from I-AA to I-A there would have been a lot of financial requirements. You mentioned some of them before, as far as the number of sports, but there also was the requirement for a larger stadium.

That was the case, and, again, many people didn't recognize that we couldn't just say, “We're going to add the sport.” We had to build in the budget for scholarships, for coaches, for travel, and for the facility. With women's sports we had to have a separate facility or a comparable facility or a shared facility. In football the requirement was that we had to have a bigger stadium, and Chris Ault did the fundraising for that. Those weren't state dollars for the football stadium, the orthopedic center, the new weight room, and now—well after my time as IAB chair, but it's the same kind of snowball effect—we're going to have the academic advising center. Chris Ault and Cary Groth are out there raising money, and both of them are pretty dynamic fundraisers. As an academic, does that bother me? Yes, I wish they would give more money, but that's up to the donors. If Bob Cashell would endow a chair for political science because he's the mayor and a politician, I think that would be great, but if Bob wants to give his money to athletics, it's Bob's money.

In talking about venues and facilities—you mentioned the Old Gym and Lawlor a few minutes ago—there were the NCAA requirements, but were there also pressures to have women's basketball over there as a statement?

The Old Gym issue became as much a symbol as anything. “Well, we can't have the women in the Old Gym, because it's, well, the Old Gym.” It's smaller' it's not air conditioned; it's an inferior facility, and the men get the big fancy one. OK, fine, but if the women move into Lawlor to play various sports, then there is that cavernous effect—800 people in a 12,000-seat arena. Practice time they have to pay for, so there is an additional cost there, and at some point they do need to practice in the facility they are going to play in. So, to do that it was an added cost for both, and I don't

know that women's sports necessarily benefitted from the move to Lawlor. I think even different coaches that we've had at UNR would give you a different answer to that question.

A lot of this is, yes, requirements, but we also have public opinion or symbols. We needed a better weight room, for example, for all men's sports—well, all sports actually; they all benefit from the new weight room—because that was part of recruitment. If we were going to move up our programs, we had to recruit better, so recruitment budgets went up, too.

This whole move up was a risk, and with it we were going to incur a lot of costs. The argument back though—and I thought this was fairly persuasive—was that if we stayed put our money base would not expand, but the demands for comparable women's sports would be there. So, the only way we were going to raise more money was to raise our visibility, which meant raise our status going from I-AA to I-A. So, it was a case of, "You're damned if you do and damned if you don't." If we stayed put, we were going to have all these same pressures, and we could have ended up with some legal problems. Other teams from the I-AA, the Big Sky, were looking to move up, Boise in particular. We moved ahead of Boise, and then Boise followed us and then Idaho. The Big Sky that we played in is not the Big Sky of today. There is still Montana, Montana State, Northern Arizona, and Weber State, but Utah State, Idaho, and Boise State moved up.

Sure, we could have stayed there, but it would have been tough. Several other sports have benefitted, I would say even more so, by the move up—basketball, because we got good in basketball, ultimately, which was always the goal. It never happened while I was on IAB. [laughter] Baseball really benefitted and plays in a very strong conference, although we've moved conferences several times. Women's volleyball plays in a very good conference right now, and that's got to help our recruiting. Women's basketball is the same way; had we stayed in the Big Sky it would have been tougher to recruit. We would have raised less money, and so there was risk all along.

In your assessment, would you say that the switch ended up being a positive or a negative?

Given that I wrote the report saying, "Yes, this is a good idea," I've actually gone back and forth on it. I would say that, arguably, the sport that has benefitted the least—and many people disagree—is football, because we bounce from conference to conference. We're still a mid-major program. We struggle to schedule better opponents. We have home games with I-AA teams that don't draw, and if we have a bad year the fan base goes away. We went through a couple of coaches that maybe didn't really turn the corner for us.

We were doing that in basketball as well—it just wasn't happening. Now basketball has turned the corner, and they are drawing 10,000. I remember being a season ticket holder when they said they had 4,000 people at the game, and I was thinking, "Wow, I must not be able to count—it looks about half that size." Basketball was able to make the transition, and now their big problem is that we're still a mid-major, and they have problems scheduling the better teams, but they get to go to a tournament if they win the league.

Baseball has been up and down, but I still think they are able to recruit better players. I think women's sports have definitely benefited from the move. With football you don't have to go far; you can read in the paper, "Why don't we go to back to I-AA and win a national championship at that level?"

On balance, yes, it was the right move, because all sports got better at UNR; facilities got better at UNR. Had we stayed put, all sports would have been starving, limping along. Yes, we might have been the big dog with football, winning the Big Sky and going to the I-AA playoffs every year, but basketball would be suffering, and women's sports would really be suffering. I just don't see that corner being turned.

Do you think, overall, it helped the university's visibility?

I have kind of a mixed view. I say yes, because the basketball team got very good, but the football

program is, I would say, no more visible now than we were in I-AA. Everybody wants to focus on football, and football is what it is. I think Chris Ault knew this, "It's going to be real hard moving up." Actually, I think he wanted to move up a little slower than, say, Cary Groth does now. Cary Groth has gotten far more aggressive in her scheduling.

I understand in some places if your football team has a good year then donations to everything in the university, not just athletics, go up.

Actually, that's not true. There is plenty of academic evidence to show that if your team wins you get more money, but it is the Athletics Department that gets more money; the university as a whole doesn't necessarily get it. This is what I often argued as IAB chair, "If you're doing it just because it's going to help with donors, yes, donors are going to give to the athletic program, but I don't know that they give more to the academic side," and the academic evidence on that is really mixed. Most people don't believe that.

The way to show that is—and the way it's done in the academic literature—if you look at the schools that get the most money, they are not athletic powerhouses. Any Ivy League school—Columbia, for example, is one of the worst football programs in the world—they continue to get big-time donations. In the Big Ten, Wisconsin for years was at best a run-of-the-mill team, particularly in the 1960s and 1970s, when I was in college. Wisconsin was not the Wisconsin of the 1930s and 1940s, and it didn't hurt their donations at all.

There is that linkage, people think, but it's not as strong. With winning programs the Athletics Department donations do better, and with losing programs, then, yes, I would imagine it's harder for Chris Ault, and now Cary Groth, to go out and raise funds for a losing team.

So maybe it's the same with the visibility issue, that it's visibility with athletics but not academics, because some people tie those together, but I'm not sure what the evidence is for that.

Actually, when I taught at Arizona State they went to the Rose Bowl for the first time, and a woman named Rita Dove had won the Pulitzer for poetry. I remember the then president of the university saying, "Our visibility has gone up because Rita Dove won the Pulitzer," and rattled off these three academic things, "And our football team . . ."

I was thinking, "Yes, the football team got us visibility." The kids knew that, but how many knew Rita Dove? Come on, that's a stretch.

So, on the money I don't necessarily agree that winning teams get the university more money. Winning football teams do get you more visibility. I've got kids looking at colleges now, and they know big-time programs, largely from seeing their names on television, and they're not necessarily huge sports fans, but I have to tell them about more selective private schools.

So, the visibility did help, but by the same token, if programs are bad, that visibility can work two ways. Here at Nevada, we've gone up and down, but a place like San Jose State, I think, suffers because if you've got bad athletics nobody knows about you, or when they do know about you, you've lost 52-0. It's a double-edged sword there on visibility, but on the donations it's, I think, more to the athletics side of the house.

Getting back to some Title IX issues more specifically, do you think the build-up with women's sports affected the expectations people had of women's sports?

Yes, and I think it actually first came from inside the Athletics Department. They decided that they were going to upgrade these sports, and as I said before, we couldn't just add a program without scholarships. I can hear Chris Ault's voice in my head saying, "We've got to be fair to the kids; we can't put them in a non-competitive situation. They have to have facilities and whatnot." You can say it's a rehearsed line, but I think he definitely believes that and definitely pushed that.

I remember that, when we first moved up, Angie Taylor was actually a student of mine in a graduate program. We were talking, and I said,

"Does Chris Ault really care about women's sports? I've been working with him for a few years."

I'm paraphrasing, but she said something to the effect of, "I don't know that he likes women's sports, but he is so competitive that he expects us to do well," and she felt that her job had become, I won't say, more difficult, but the bar got raised, "If we're going to compete at this level, I want the women's programs to compete at the same level as the men's programs." It's not like, "OK, fine. We'll have a real good men's basketball team, and, women, ah, if you lose, no big deal."

We made some jokes about this on IAB. "How will we achieve parity?"

Yes, we can do it with the numbers, but, "We'll have true parity"—and we are saying this somewhat tongue-in-cheek—"when we start firing women's coaches for not performing."

And that one is not tongue-in-cheek, "You're not doing the job."

If they don't care about you, they won't fire you. It's like, "OK, fine. So, they went 2-23? It's just the women."

Oh, no. We were expecting, in a sense, the same turnaround as the men's program, and, in fact, we did fire a women's basketball coach who was a good person but basically was, at best, kind of a 500-level coach.

We did the same thing with the men's basketball coach. The men's basketball coach had the pressure of, "And if you're not winning, we're not making any money off of you," but with the women's coach it was just, "We're not winning."

So, we went a different direction; I think that's the polite way of saying it, "We're going to go in a different direction." We did that with volleyball; the expectation definitely went up, first internally, that, if we're going to do this we're going to have these expectations.

Of course, the coaches would often say, "Hey, well, we're not getting the same amount of money." The men's basketball coaches would say, "Wait a minute, I'm not getting the full support here. It's all football."

"No, you're not winning, and so we're going to go in a different direction." We did that a couple times in basketball.

With the IAB you mentioned coaches saying that they weren't getting as much support. By the time you were chairing the IAB, were you folks aware of different support that people got for travel and things like that? And was that all pretty much equaled out?

Yes. We were aware, and it was not equal in the early 1990s. Football was the favored child. By the time I left, I won't say it had been completely equalized, because it's hard to equalize this—football costs more to travel—but with per diems, absolutely, yes. That really rose to the top of the agenda, not necessarily for IAB—we reported it—but within the Athletics Department. To be competitive across all of these sports, budgets have to become more or less equal, and the per diem definitely has to become equal. It's probably still not, but it's much better than what it was in the early 1990s. In the early 1990s there were valid complaints; by the late 1990s the margins were so marginal that that's not the reason you went 500—you went 500 because you didn't recruit as well.

Were there issues surrounding things like the training table for football? I don't think any sport except football probably has a training table.

I remember that being raised, but I don't recall the debate on that. One of the breakthroughs was use of facilities; facilities did get equal in terms of the weight room and the trainers. That is where they made their first, "This is now for everybody."

I know in basketball there was a fight about access to Lawlor and practice time. I remember the men's coaches grumbling and saying, "We've got to go practice at the Old Gym. That's not fair. Women have the court."

The IAB—we kind of chuckled about that because, yes, that's part of the equality. The problem wasn't that women were being favored over men or men being favored over women in this particular instance. It was that we had to pay rent for the prime facility, and you had to be equal about it. The problem wasn't men or women; the problem was a lack of money and a lack of a facility that we really controlled.

If you had enough money everybody could practice at Lawlor.

Right. When I look at really major programs that do well, not just in men's sports, but women's sports, the three that I think of include my alma mater, North Carolina, which has as many women's sports as any place in the country, Notre Dame, which, ironically, has very strong women's programs, even though it was an all-male institution, and Stanford. I've been out of this since about the late 1990s, doing the university's regional accreditation, just finishing that, but one of the things we were able to highlight was the Kennedy Index. That shows you how far we've come in a very short time and on a very limited budget.

Do you want to talk about the Kennedy Index?

We rank at the top two years in a row; it wasn't just a one-off. I think it really shows a change that occurred, starting in the early 1990s when we moved up conferences, and we made this commitment to women. We made this commitment—excellence is an overused term—but to competitiveness in all sports. Winning our conference is always the goal we start with every season. In football—if we beat UNLV or we go to a bowl game. Basketball is kind of the same thing—we go to the NCAA.

I think people focus too much on football, because Chris Ault was the athletic director, but we had this push going on with women's sports. I was going to say that women's sports lagged, but they really haven't. Volleyball is quite competitive. Basketball struggled, but so did men's basketball for a long time. To put it in perspective, we had the Sonny Allen years before I came, where UNR basketball was very good, and then we were in this twenty-year period when Len Stevens was coach. Even when Pat Foster was coach, sure, we made the NIT (National Invitation Tournament) a couple times, but we were really about a 500-program through those years.

It didn't really turn the corner until Trent Johnson, and it actually crashed when he first

got here; they were very bad for a while. Women's basketball, if you look at it in terms of a time period—maybe I'm being an optimist—but perhaps they are going to start turning the corner now. They finished in the top half of the league last year, and they are very competitive now. Volleyball is very competitive now. Soccer is very competitive—all of those are women's sports. Women's swimming has always been competitive; women's track comes and goes. The women's sports are very competitive, and I don't think people know that.

Do you think a lot of that lag has to do with the lag in feeder systems or schools?

It could be. The feeder system, particularly for women's sports, will make it easier to build up our softball and soccer programs, because we have very well-established youth programs here. This wasn't true for men's basketball. It was very hard to recruit to UNR, particularly for basketball. It was hard enough for football, but basketball became a problem.

For whatever reason, in softball and soccer for women you had strong programs in northern California and even in Nevada, so it wasn't like, "We're recruiting you to 4,000-foot elevation, and it snows here." It's much harder to recruit the southern California athlete. I think that might be part of it, but we've probably turned that corner as UNR recruits far more students academically from, say, Clark County. If we are able to reach down south—you have larger population bases in Clark County and southern California—then the chances are better for you to pick off some of these top-flight athletes to come up here. And, yes, it is cold here.

When I was dean we were toying with logos to do our Arts and Science and then Liberal Arts recruiting, and we were going to do little snowboards. Our recruiter came back and said, "You know, that's not a real good thing to push when we go to Clark County."

We would get questions like, "Does it snow there?" And the reaction wasn't, "Cool, it snows, I'm going to go snowboarding." It was more like,

"Oh, snow. I haven't dealt with that." [laughter] That's an issue, I think, in some athletic recruiting, too.

Do you think that the Millennium Scholarships helped with that, at least for walk-ons?

For walk-ons, probably, but I just don't know enough to comment on that.

Taking everything into account, how do you think Title IX was generally accepted on campus? And maybe this was a non-issue by the time you got to be IAB chair.

Oh, no, it was not a non-issue. Part of the problem with Title IX was with the participation issue; it was a huge problem. We had to balance that issue out; we didn't have a women's football team, so we were down eighty-five scholarships right there; it was a huge dent. I remember reading articles that said football was not exempt from Title IX, and football wasn't a separate activity—it was a sport just like any other sport. OK, fine, but the number of scholarships to make a football program work was just killing you on that participation rate.

So, we had to add women's sports, and that was costly. For mid-majors, in particular, we were barely making it with what we did have, and even for larger programs we didn't dare add a men's sport. If a school had any kind of marginal men's sports, in terms of revenue generating, they got rid of them. UNR did this, and programs across the country have done this. Men's track was cut here; men's wrestling across the country and men's gymnastics were often the victims. That's the down side of Title IX, because the notion of participation rate is skewed by football. I can recognize that, but some people say, "Ah, you're anti-Title IX."

No. Title IX, though, forced institutions to take women's sports seriously, and that would not have happened without Title IX. It still would have been, "Yes, we have women's sports." Kind of back to where we started the interview—it was like my high school PE classes—the girls did their

thing. They played archery, and they didn't have to sweat, where now women's programs not only have higher visibility, but they are also expected to perform. It's a form of equity that if the players don't perform the coach will get fired, and we will recruit the same way.

I didn't finish the story I mentioned earlier about one of our tongue-in-cheek lines, "We'll know we will hit true equity when we start seeing scholarship scandals in women's sports"—the recruit being paid under the table to come to the big state school, just as you find oftentimes, in men's basketball or men's football. Drug scandals and graduation-rate scandals—when all that starts hitting women's sports, then we know we've made it. And I'm saying that with tongue in cheek, but we will not only have all the benefits but also all of the problems; then we will know we have equity. Maybe a sad thing to say, but we chuckled about it.

With Title IX, especially with men's track and so on, what kind of feedback were you aware of from the community and boosters?

Wrestling was floated, and we could have probably had a men's wrestling team with no scholarships, "We'll put together a team, and we'll compete; we'll pay our own way." I bet we could have fielded a whole team that way, because wrestling had this hard-core group of participants. But no, we wouldn't even consider it; it was not going to happen because that would have killed us on the participation.

The push back was, "It's unfair; it's reverse discrimination," and at one level, yes, you did target men's sports, initially. This was the first reaction that I say most people had. It affected the minor sports like wrestling and men's gymnastics; we don't have men's swimming. So, you did limit participation for male athletes, and that's the down side of Title IX.

The up side is that it really opened the door for women's athletics. The endgame, so to speak, is that we want to end up where North Carolina, Notre Dame, and Stanford are, where they have men's and women's swimming, men's and women's gymnastics, and they have it across the board.

We're a long way from that for most programs, and particularly a place like Nevada which is always called a mid-major. Mid-majors have a harder time than the big programs, because their budgets are smaller.

Do you have some insight into why the legislature finally agreed to some of that money for parity issues?

It was really pushed for parity issues, and I would guess Bill Raggio had a big hand in this, and there were two things. Nevada's athletics budget was at the bottom of everywhere, and the way we funded scholarships was kind of odd, just generally. So, by putting in scholarships and really devoting many of them for women's sports, you solved the Title IX issues. Part of this was not just money; it was the way we counted scholarships and out-of-state students. There are a number of internal factors, as well, and that was done to stabilize the athletic program, men's and women's, but really to boost the women's program. We could say, "Now we've got this floor under you. Go out and raise your own visibility. Go out and do your fundraising," and I think it really worked—it helped everybody.

Were there issues with football at the time?

Not that I recall, no. Again, people would say, "This is to benefit football," but no, this was to benefit, in a sense, the entire athletic program. You could say it was to balance out football. Yes, because you have those eighty-five scholarships and the cost of football.

People say, "Oh, well, then, just get rid of football." I know very few women's athletics boosters, participants, coaches, or administrators, who will go down that route. No, that's a loser proposition; then we all have mediocre starving programs. It is the rare school that can get by without football, and the schools that do it have generally never had football. Irvine, for instance, does not have football, never has had it, and will now never add it. You don't hear men advocating it, but you don't hear very many

women advocating it, either, and I mean women who are involved in athletics.

Partially, because there is that whole blow-back factor, but the other thing is that I think most women who are very involved in sports are big sports fans generally. Really rabid fans don't want to affect anybody's programs.

Absolutely, and that's a great way to say it. When I would deal with Angie Taylor, or when I talk with Cary Groth now, it's not like, "Well, we're going to advance women, and I don't care if we have to step on the men to do it." No, they want to advance everybody's program, and they generally take this broader view.

I can occasionally run into somebody who thinks, "Those damn men," although it's more common to hear males saying, "All those damn women in Title IX." I think the people that are actively involved in the administration, at least the people I worked with—whether it be Chris Ault or Angie Taylor, and I haven't worked with Cary Groth but I've talked to her—it wasn't men or women; it was the athletic program.

If we started singling out a sport, or if we started singling out a gender, it wasn't going to work. We might have to push one sport at a given time, and we might be looking at men's basketball, "We need to get better, because we need more people in the seats."

Yes, we want to be better because we want to win. All these people in athletics are very competitive, but if I pushed Chris Ault he would say, "I *really* want 10,000 people in the arena." And the best way to do that is to win.

ALI MCKNIGHT

Ali McKnight: I was born in Bakersfield, California, on April 27, 1972. My dad, Steven, was playing football at Bakersfield Junior College, then received a football scholarship to the University of Nevada, Reno. I think I was about one month old when we moved to Reno.

Allison Tracy: So he had already started a family by the time he got to UNR?

Yes. It's kind of funny because the times were very different. A lot of athletes were married back then with families and everything. So there was my older brother Dave, who is four years older than me, myself, and my mom, Alicia, and we all moved up here. I think my dad worked at Buildings and Grounds part time. It was a lot different than it is now.

What did your dad study at UNR?

PE. He was a PE and volleyball coach. He has taught at a few different high schools here in Reno. He finished his career at Spanish Springs. He was a vice principal but is retired now.

Where did you go to grade school?

I went to Rita Cannan, and then my mom, my brother, and I moved to Minnesota for a year and after a year moved back to finish grammar school at Verdi Elementary School. I also went to Clayton Middle School, and then McQueen High School.

What activities do you remember being involved in growing up?

I had a horse, and that was a lot of fun. I didn't get my horse until I was in sixth grade, and before that it was pretty much just track. I always say my life as an athlete began the day I raced the fastest boy in fourth grade and won. That was really eye opening for me as a female athlete, and that was the day that my identity as an athlete and person I am today began to shape. Being fast was what people knew me for. It's not like I didn't fit in, but I didn't get that good of grades. Sometimes I had a hard time fitting in, because we did move a couple times, and academically I never got in the groove, so sports were my way of being identified.

How did you pursue track after that?

While I was still in fourth grade, I think my dad—being a teacher and a coach—told me about



Ali McKnight

the Junior Olympics. They were being held at Hug High School, where he taught at the time. He suggested that I enter, and so I did. I was really excited because I had been the fastest of the fast at my school. As soon as I raced, I got beat by a girl named Yvonne Lum. It was very hard for me to accept, because I thought I was the fastest. I mean, how dare this girl come out of nowhere and beat me? I remember wanting to challenge her to a race on the grass, after the real race. My dad said that probably wouldn't have been very good sportsmanship.

In fifth grade I entered the Junior Olympics again, and it was the same sort of situation—I

got beat. The girls that beat me were in track clubs. There were two track clubs: the Silver State Striders (as far as I know they still exist), and there was also the Reno Track Club. After I was beaten the second time, I really wanted to be in a track club, but my dad would not let me. He thought it was too focused for a young athlete. He evidently had seen athletes later on get burned out—girls and guys—because they had been doing it for so long. I saw it, too, later on after college. I don't even think one of the girls that beat me in the earlier days ran in college. I know one did her freshman year, but she hit serious burnout and ended up quitting. I was really upset at the time that I couldn't/didn't join a youth track club, but in the end that proved to be a good decision.

What sort of training did you do then to get ready for these meets?

Nothing. In elementary school I was just fast, and I don't remember doing anything for training, just playing hard at recess. I just knew that, come the day that I had to race everyone, I was the fastest. They say that grammar-school-age kids have a better concept of training than adults. It's called interval training where they run until they get tired then they will stop to rest, and then they run again until they get tired. I was in 4-H too, showing my rooster and my rabbits. I was involved in a lot of stuff when I was little. My parents kept me busy.

When did track become formal in terms of being on a team and having practices?

I would say middle school, even though we only practiced two or three times a week, and then had a meet. I remember the whole season was four weeks long. So we had a meet at the end of each week—two regular meets, then regionals, and then we had zone.

It was usually a three or four-way meet the first two meets. At the championship meet back then I'm guessing that there were probably ten middle schools—much less than there are now.



Ali McKnight, age 12, jumping hurdles at Clayton Middle School.

How did you do in track in middle school?

Really well. I won four first places in seventh grade—as many as I could. I think I was in two sprints, a relay, and the hurdles. I got four blue ribbons my seventh grade year, and four blue ribbons my eighth grade year. I think at the time I was the only girl that had done that both years, so that was pretty cool.

What year did you start McQueen?

1986. They opened their doors in 1982. My brother Dave was actually in the first full graduating class, meaning he started as a freshman. He graduated in 1986. I never actually went to high school with my brother.

Outside of sports, what other things were you involved with in high school?

Just riding my horse—nothing really outside of that. I guess a lot of it was trying to fit in. My parents were divorced. We were by no means poor, but I hung out with a lot of girls who were a little bit more privileged than me. I found myself trying to fit in with them more. Looking back, I ask myself why, but I think it was just the desire to be popular. I had never been known for something female. I was a good athlete, so I was popular in that regard, but I wasn't finding that boys thought I was cute.

I don't want to say I was miserable, but I don't think I was really happy doing that. It hurt that the girls I hung out with had more than I did, or so I thought at the time. Looking back I think, "Gosh, I had so much", but you want what you don't have. That's really all I did, just social stuff and sports. I did do volleyball. My dad taught at McQueen and was the coach, which made things extremely difficult. I didn't have any boyfriends

in high school. I think I went on a date a couple times, but it was really hard with my dad being there. He taught PE, weight training, health, and drivers ed. He was also the athletic director.

Besides your father, who were some of your other coaches?

I consider myself to have been very lucky and had the opportunity to work with a few exceptional coaches and among them was Dan McNulty. He was really the guy that said, "Ali, you're good. Let's train hard and show it." I was a little bit lazy as far as training. I didn't like to train hard—it was hard to train hard. Then I had another coach by the name of Tony Melody, who has since passed away. But Dan McNulty is the one that really took me by the hand and said, "You're special. you're good. Let's be even better."

I listened to him, and he didn't put up with my BS. A lot of coaches, I think, catered a little bit to what my talents were, and therefore didn't push me.

His attitude was, "Yes, I don't care. So you're fast. Let's make you faster." I really have a lot of respect for him, and I've seen him around since so it's kind of nice to be able to stay in touch with him.

How did you get involved in volleyball?

My dad was teaching at Hug. I think that they needed a coach at Hug, and there was no one to take the job. My dad knew nothing about girls volleyball, but he just said, "What the heck, I'll take the job", and he learned about it. They were awful at first, but he built his own championship team and eventually became Nevada state runner up. He then when he went over to McQueen and coached there. I thought I was for sure going to go to college playing volleyball. It was volleyball, volleyball, volleyball. Track really wasn't my only thing in high school. I was tall, but I wasn't six foot. I liked it, but I didn't love it. When I ran track, and I won, I loved it. I wanted to do everything Flo Jo did. I wanted to wear her shoes; I wanted to cut off one of my pant legs. I loved the feminine flair she brought to our sport. So track was definitely my thing.

Did McQueen at that point have the reputation that it has now of being this powerhouse high school?

Towards the end of my years at McQueen, the football team started to make a statement as a dominant team. McQueen was one of the schools that were more highly respected for their athletics at the time but it wasn't like it was in the 1990s. McQueen was dominant, but nothing like it was in the 1990s.

What other sports for women do you remember being available at McQueen while you were there?

Tennis, volleyball, basketball, track, softball, swimming, and skiing.

How much support did girls sports receive in high school?

I felt very supported in high school. I don't really feel like the boys got more than we did. I felt very much at an equal level in high school. I never remember thinking "If only I were a guy, we'd get so much more respect." Obviously, when you are talking about the football team versus volleyball, more people come out to watch football but I never felt like we were less important, or that we were less respected.

What was the condition of the athletic facilities while you were there?

It was a new school, so at McQueen, it was the best of the best. We had full access to the gym. As far as the weight room goes, my dad coached the girls weight training class, so we had great weight training facilities. McQueen became known as the powerhouse for the Bigger, Faster, Stronger programs, so the weight room was built to accommodate that. Although the track was cinder back then. We didn't have to practice late or use a second class facility because someone else had precedence over us. I never felt like we stood behind in line to anyone, as far as that goes.

Do you think that the quality of the facilities that you had gave McQueen students an edge?

I would definitely say we had an edge over inner city schools, but I don't know if it's due to facilities. A lot of it is the socio-economic class that kids came from. With Sparks or Hug High School, there are so many obvious problems and those are the challenges that kids face when they go home. Their parents are working late, or they themselves act as parents to siblings. It's easy to get caught up into wanting to be an adult and wanting to do what *you* want to do in high school. If you can, well, you are going to.

If you have parents at home that do not necessarily rule with the iron fist, but have rules, curfews and things like that to follow, you are going to stay on track much more. In terms of facilities, I don't know if that's an advantage, because I have seen some great athletes come out of very poor facilities. If the coach is there, and the athlete believes in the coach, I don't think it really matters that much.

Do you think your involvement in athletics benefited you or changed your experience of high school?

That is hard to say. A lot of my time was spent trying to be someone I really wasn't. That sounds kind of shocking even hearing it come out of my mouth, but I think that it is really true. I don't know why I felt the need to try to fit in with girls that I wouldn't respect now. I think it is because the guys liked them, and I wanted to be one of those girls that the guys liked. Sports—I don't want to say were secondary to me—but they absolutely did change the dynamic of my high school experience. While I was in high school it wasn't who I was and what I did. I was someone who did sports, but I wasn't *the* athlete. The star quarterback is known as the star quarterback in high school. I was Ali, but I also did volleyball and track.

As far as being pushed to go to college, that is something I look back on, and I wonder why my parents didn't emphasize that as a necessity more.

I was the one filling out all these applications for college. I wrote letters to so many different schools, and it was very exciting to get letters in the mail for track, because I wanted to get a track scholarship. But I really wasn't Division I, out-of-state material,

Out-of-state tuition is very expensive. I know my parents couldn't afford it. They could barely afford to give me money to fill out a few applications. I don't think I used my athletics as a tool as much as I really could have. I think that not being involved in athletics would have changed my experience, because I wouldn't have gone to college on a scholarship. Had I not done track, I wouldn't have met the people that I met, who found the potential in me that I never knew that I had. I sometimes wonder, "What in the heck would I be doing right now if I hadn't done track?" because it *is* my identity. It made me who I am, and I don't know what I would be doing if I didn't do track in college.

Any other stories or memories that you would like to reflect on from high school?

I remember getting letters that said, "We would love to have you, but we can't offer you full ride," meaning out-of-state tuition. "We can offer you in-state tuition, but you will have to pay the difference."

I remember talking to the track coach from Nevada, and he said, "Can you run on our four-by-one relay team this weekend?"

I remember thinking that he was serious, so I said, "Yes, I'd love to."

And he said, "No, no, no, I'm kidding."

When he offered me a scholarship, it was exciting, and looking back I wish my parents would have made a bigger deal about it. I just think it's something that is hugely important, but it was just not made a big deal about. I love my parents with all of my heart, but I look back on things like that, and it somewhat saddens me that my scholarship to college wasn't made a big deal of. I want to make sure that when I have a child, and that happens, that it's huge. It's monumental.

How heavily were you being recruited by other schools, when you were in high school?

Not super heavily. I would say I'd give that about a B-minus or a C in terms of the intensity in which some schools recruited me. No one ever came to visit me or watch me run. I know a lot of schools were interested in me coming to school there and offering me in-state tuition, but they weren't pushing hard enough to where they were going to be giving me the full-ride scholarship.

My talents didn't really come out until later on. I've always been a late bloomer with everything. When my talent really came out, I had a couple schools say, "Why didn't we hear from you, or why didn't we talk to you?"

I had to say, "I wrote to you guys, but I'm here in Nevada now because I wasn't good enough for you at the time." It was kind of cool to be able to say that. There were a few incidences like that.

I can remember specifically that the University of Arizona and the University of Washington wanted me to come. They weren't really persistent, but they were in contact on a semi-regular basis. I said to them, "I don't know where I would get the money." They were trying to encourage me to apply for loans, etc. I don't remember exactly, but tuition was triple or quadruple the amount that it would have cost them to bring an out-of-state athlete in. It was very substantial.

What sort of offer did UNR make to you?

I got tuition my first year, which was not much, but I don't think UNR had a lot. It was hard being an in-state athlete. I didn't get lab fees or books. When I had to pick up the extra cost for those items, it was a lot of money out of my pocket. The coach that we had at the time was named Roger Bowen. He trained the distance runners and the mid-distance runners, and we didn't really have a sprint coach. During my freshman year, I was happy that I got a scholarship, but I started becoming familiar with how things were done. I felt, at the end of the year, that I didn't deserve more. I finished thirteenth out of fourteen people at our conference meet in Montana. I did the

heptathlon and the only reason I beat someone is because they fouled out in the long jump, so they didn't get any points in that event.

My sophomore year—again I was offered just tuition—I started getting better. Towards the end of the year I was wondering why I didn't have more money when the head coach went out to Oregon and just gave out a full-ride scholarship to a recruit without any problem. Yet I couldn't even get a full ride as an in-state athlete. I think a lot of that had to do with the fact that he was a distance coach, so he went out and spent all kinds of money on distance people, but he couldn't even take care of the in-state people that cost next to nothing.

I red-shirted my next year because I had knee surgery, and again, I got just tuition. My junior year I think that I got tuition and lab fees and books, but that was it. I don't think I had a full-ride scholarship with a stipend check until my senior year. That was, looking back, somewhat disheartening, because I was a two-time All-American and am currently the most-decorated female track athlete in the history of the University of Nevada. It was a little disconcerting that I wasn't getting the money that these distance runners were getting, yet I'm scoring a lot more points, I'm faster, and I'm being nationally recognized. Coach Bowen was eventually asked to leave. I think it was because he had a lot of complaints. He didn't do well with female athletes; again, that is my own personal opinion.

How many other people do you remember having scholarships?

I think we had between nine and twelve full scholarships. I'm not sure exactly what that meant in terms of out-of-state, but I would say 75 percent of the scholarships were used on distance runners, because Coach Bowen felt as if that was where he got the most bang for the buck. They were able to compete in cross-country, indoor season, and outdoor season, as well. I want to say that they were all on tuition, books, labs, and a stipend, but I don't recall how much.

I do recall that my stipend check my senior year was something like \$350 or \$400. Football

was getting more. That is when I started really feeling like it was unfair that half of the football players were subpar at best. They were third-string athletes, and I was being nationally recognized, got fifth at the National Championships my junior year, but I still had to work two jobs. Yes, I had two jobs in addition to my scholarship in my senior year. I worked at an animal hospital where we would get back from a late night trip on Saturday night and I would be hosing out dog kennels at 6:30 that next morning. But I had to do it. My \$400 stipend check was not going to pay for my rent, food, and things that I needed to survive. In a way, if there is anything I am kind of bitter about, it's the tier system.

What is the tier system?

I was told that there are two or three tiers. Football, basketball, baseball, women's volleyball, women's basketball, and perhaps swimming, are Tier I. I'm not sure where everyone falls, but I know that women's track was at Tier II, if not even at Tier III. This means that a women's basketball player would get tuition, books, labs, and then a stipend check for \$550 or more. A Tier II athlete would get the same except a stipend check for \$375. I just flat out couldn't understand why they get more. That was extremely hard for me to accept. I started feeling like I bring as much as I can, and a lot of recognition to this university, yet I'm still a Tier II athlete. I know that when I step on the track that there is no one at this university that worked harder than I did to be the best at her sport. I think the results reflected that. It bothered me that, for example, the women basketball players were just cruising around, didn't put half the effort into it and didn't care, yet they are receiving \$200 more a month than I was. Having to work two jobs while I was a Division I All-American athlete, when football players and the like did not, was a tough pill to swallow when I started really figuring things out. I still think that is very unfair and hope this system has been revised to appreciate all athletes and what he/she brings to the university. We couldn't be Division I without *every sport*.

Did anyone ever give you a justification for that?

Tier I, Tier II. You are at the maximum that you can earn, because you are a Tier II athlete. That is the way it is.

Do you remember if any of the sports had training tables or anything like that?

I know football did, and that is just what I had heard. I believe maybe women's basketball and volleyball had it. That's all I can remember. Track never had one. We were left to eat on our own. We were told that is what our stipends must go towards—groceries.

How long did you receive the stipend?

It was nine months worth of money, unless you lived in the dorms, and then that was paid for. I lived in the dorms my junior year, and I didn't even have that paid for. My parents and I had to pay the dorm fee. It's expensive to live in the dorms. My stipend check, I believe, started in September and ended in May.

What was your first impression of women's athletics when you got to UNR?

That it was "girls" track. I guess sometimes ignorance is bliss because, looking back, it was totally "girls" track. Other coaches didn't respect our coaches or us. We were just these chicks running around out in the snow. We live in Reno so this is to be expected. Like I said, ignorance is bliss, and I didn't know any better, so I took what I did very seriously. I never thought the football, basketball, or volleyball was better than us. As time went on, though, I did find that women's track was a little more disrespected than, say, women's volleyball or basketball.

Overall, I guess I started feeling a little bit of the imbalance with the training room. At the time, it was a single wide mobile home, but it was still really nice. It was where all the football players got taped, and we definitely played second fiddle to the football team. If it was time for them to get

taped it was like, "Don't bother coming in. We don't have time to tape your sprained ankle so we can get you out to the track." Then they started implementing this policy of: as females, we must go down to the Old Gym and work with Anita. We all were in a tank to ice our feet, shins, or ankles. There was one trainer for a very large group of women athletes. We went down to this dungeony area in the Old Gym that we had to walk all the way down to versus getting taped-up and our treatment up at the training field, so we could get right to practice. That is definitely where I started to feel a little bit of the imbalance between men's and women's sports.

We are talking about fall of 1990 to spring of 1995?

Yes. Spring of 1995 was when I graduated. I was treated very well my last two years, but the first three years were definitely second-fiddle, especially the year I didn't even compete because I still wasn't very good. I really hadn't even made a name for myself my junior year. However, my senior year I was treated very well. I had the respect of coaches, trainers, athletes—I have no complaints about my senior year, except the weight-room situation.

As female athletes we were banned from using the weight room pretty much all day long. We had a small window of time close to lunch, or after six or seven o'clock at night. A female athlete did not dare step in there if the football team or the basketball team was training. We were not allowed, and that was extremely hard. I remember I even wrote a letter to the *Sagebrush* (saying I was someone else, but then I came clean that it was me) directed at Coach Ault about the unfairness that I felt. I would like to dig that up somewhere! I wrote that we worked just as hard, and yet we were not getting fair treatment from the strength coach—that there were no females in there when the "real" athletes were in there. The impression I got was that we "distracted" them from what their jobs were—to represent the university and make money for the university. I felt we were seen as these little pansies running around in skirts that did nothing except kind of fulfill a requirement of

the university, and we were somewhat of a waste of money. It was a brand new weight room, beautiful, and we were ousted from using it. That is still hard for me to accept.

Did it ever change or was it always off limits?

While a strength coach by the name of Aaron Shelley was here, it remained off limits. I want to say Aaron was here my last season, which was 1995. Then I moved away and since coming back, I used the weight room and trained extremely hard. Aaron Shelley was still here, and I remember being very strong because he helped coach me. But that's when no football players were in there again, because again we weren't allowed to be in there.

John Archer came up here, and was here for seven or eight years. He was great to me. I don't know if he takes women's athletics more seriously, but I know he respected women athletes who took themselves seriously. He trained women like football players, but at least they are in there training, and they are taking women athletes seriously.

Even training in the weight room now I see the differences. I see the subtleties between the girls that go in there and train now, versus when I was competing. They do respect them more now, and I'm a little bothered by that. I think it is awesome, and I wouldn't want it any other way, but it just bugs me a little bit. Why couldn't I have had, or my teammates have had the respect that these girls get now. It wasn't until I started doing really well, on a national level, that I started gaining the respect of male coaches.

I really believe that. I had the best of the best, and my coaches would get me anything I wanted—within the guidelines. No one ever broke any rules for me, but I saw how much more I got because I was a good athlete, versus girls that weren't. There is an imbalance, even within the female sports system. The girls that are good get more than the girls that are not good. It was, without a doubt because of the improvements I made. In a way I feel that is how it should be. If you work hard and get results, you should be rewarded for that.

My heptathlon training group, which consisted of three girls and two guys, didn't even really train with the track team. My coach was, at one point, an athlete, and then he became a grad assistant. We were still with the system, but we really did our own thing. We trained at nighttime in the dungeon weight room over at the Old Gym. We said, "Forget it, we're not going to fight to get in the weight room at eight-thirty at night or five in the morning, just so we can lift. We're going to throw on the weights that don't even match and are rusty—five pounds from one barbell company and five and a half pounds from another barbell company—and we're going to make it happen." We did, and I think it made us stronger.

When my name started becoming more recognizable throughout the community, in the newspapers, and nationally . . . Coach Ault has always been great to me. I asked him to do my introduction speech at the hall of fame dinner. I think it is because he always saw me as a very hard worker, and I know he respects that a lot. I remember Coach Ault saying he wished I could play on the football team as a linebacker. I still love that he said that!

What sports do you remember being available at UNR when you started there?

I believe there was tennis, track, cross-country, basketball, volleyball, swimming and diving. There was no softball, there was no soccer, and I'm not sure about golf. There was the ski team. That is all that I can remember offhand.

Do you remember any of the coaches that were around at that time?

Yes. I remember there was a guy named Mike that coached the swim team. A guy named Kurt, I think, that coached the tennis team. Ada Gee coached women's basketball. The one that stands out is mainly the swimming guy Mike; I know he was really hard core.

In that he was just a really demanding coach?

Yes, stuff like girls having to train injured, or he would stand there eating a hamburger at weigh-ins every Monday, while they got on the scale. That is humiliating and I don't support it. I know that in the Eastern bloc, or in Korea, it's totally different than the way that the United States does a lot of things. It's the difference in training. These girls are very disciplined, but I think there is a point where you are ruining these girls for the rest of their lives.

This sort of behavior is a big reason why I created my Ali Fitness business. I love training young girls who are excited to be athletes. I think sports are such an amazing tool for helping girls with their confidence and self-esteem.

There is nothing like feeling like you are less important than when I stood there, and saw a football player open his check, and it's \$250 or \$300 more than mine. Whether you are on the tennis team, or whether you are on the football team, I think that if you are getting a full-ride scholarship you should be getting the same amount of money. It affects you the rest of your life, because, as you can see, sitting here listening to me, you can probably hear the bitterness in my voice. I still feel that way, and I probably always will.

Do you remember who the women's athletics director was at the time that you were there?

Angie Taylor. I thought she was awesome. She is an extremely hard worker, all about women's sports, and stood up for us, even to Ault. I think she was a pivotal person in the growth of women's athletics. She is all about what I am all about now—equality for women. In my world, it is more along the lines of younger female athletes, whereas she fought for the equality at the college level. I have known her forever, but not really on a personal level. I think she was a really positive thing to have had at UNR.

How did you guys get from UNR to a track meet?

From UNR, more times than not, they were passenger vans. It was three rows of seats, and we would take three vans.

How many people did you typically have on the women's track team?

It varied from twenty to fifty people over the years. I remember going to track meets where there were twelve girls that got to travel, because those were really the only quality competitors. No offense to the girl that walked on, but when you are talking about hotel and meal expenses there was no room for them. If you couldn't score, you stayed home. I remember taking a Greyhound-type bus to Idaho, and to Bozeman, Montana. So we bused a lot.

How did the men's team travel?

Same thing, except for Kamy Keshmiri, he flew on his dime. I don't know if there were any violations there, but his butt was not going to be sitting on a bus for twelve hours, with a bunch of stinky track athletes when he was going to win the shot-put and the discus.

In the terms of stipends, were they getting the same amount as you?

Yes.

Do you remember getting per diems or having meals covered while you were traveling?

Yes. We got per diem a couple times. But more times than not, I swear, I think our track coach kept the money and took us to some cheap, deep-fried buffet, but I can't say for sure. Sometimes they would have a bunch of food for us at a track meet. Most of the time the meals were paid for, versus us getting per diem money. It wasn't as if we could take off. For the most part, we all started at the same time and finished at the same time. It was just easier to pay for it in one fell swoop than to give us individual money.

Did you ever have any sort of trainer go with you to meets?

We had one guy for many people. They always did a great job—staying up late and getting up early to try to accommodate everyone's needs.

Did men's track ever receive more?

In no way did I ever feel as if men's track received more than we did. They received less than the football, basketball, baseball, even volleyball.

Tell me about the facilities that women's track used.

We used the track. We did not have a locker room of any sort, at all. We got ready at home, or in a bathroom on campus, and up at the bathrooms at the track. They have a women's locker room now, but we didn't have anything of the sort. Again, the football team had this big locker room with their shelves, drawers, cubbies, and their name on a placard and whatever their little sayings are. We stuffed our clothes in our backpack. I remember changing in the bathroom in the Ansari Business Building, if I didn't have time to run home.

We used the women's weight room, down in the Old Gym. I specifically remember the men's track team going in and using the weight room when we, as female athletes, had to come down to the Old Gym. That is when I really felt the divide start to happen. When they could waltz in there because they are track guys, and we had to run our butts all the way down here.

How did the facilities in the Old Gym compare to the other facilities?

You can't compare them. The weight room was then, and still is, a brand new, state-of-the-art facility compared to the dungeon, which is what we called it. It's kind of cool in a way. The stairs are chipped out and rocky, and really steep. Then you get down to a small room that smells, with one power rack, and mismatched weights. In a Rocky Balboa sort of way, it was really neat, but it was stuffed with sweaty people, and there is basically one station with a bunch

of mismatched dumbbells. Rusty. Mismatched. No comparison.

Were there ever any scheduling conflicts in terms of using the track?

Yes there were! Friday afternoons. It was frowned upon for us to be at the track on Friday afternoons before a football game, because we were a distraction to teams doing walk throughs. I believe that they are today not allowed to be out there when the UNR team or the visiting teams are doing their pre-game warm-ups. The track team is not, in any way, shape, or form, allowed to be out there. That is a slap in the face. They are out there using our training facility, and we can't be there, because they can't have their guys looking over at us. That didn't happen until towards the end.

I remember every fall, being out there at the same time, and it was not an issue. I don't think it was actually until after I graduated and then came back. I'm getting the years mixed up, but I know that that was implemented; we and coaches alike could not be out there. The track team has no respect from the trainers or football players. They will be walking across the track at the speed of a snail because they don't want to move any faster. We will be coming down the straightaway, and they won't even move. They have zero respect for women's track. To them, it's "girls" track—it's chicks running around in short shorts. They think, "We're football; we make money." And I have heard that. I helped out a guy on the football team this summer with some work, and that's how they are. He said, "Well, you guys don't make any money though. You see Ali, we do, so we have more rights." It's blatant. I didn't read into that or interpret that. That's what he said, and it's clear to me that is how it is conveyed to them as players from the coaching staff.

It was a problem in the fall when there were games, but there were times during spring football when they were out there in their spring conditioning, and that was never an issue, because that is our season. They were always respectful—at least the coaches were. But, again,

they would move slowly, and that was very annoying to me.

I remember the football coaches—outside of Coach Ault—never had a whole lot of respect for us. Even when I was really good, my junior and senior year, I had respect from the coaches, but it still wasn't as important as their football team. The spring season is the most important part because that is when we polish our "game." We are really pulling our entire season together, because we want to top out at those few meets in May and June. In the spring the football team would be scattered all over the field when we were out there trying to throw javelin. They would be out there, in their shorts or flip flops, tossing the football around. We would say, "Hey, this is our area. You guys don't see us down there on the practice fields during your season, running around doing stupid things." They would just laugh.

I remember getting in an argument on a few occasions. I was out there high-jumping one day. A football coach was leading his crew out there, the running backs, defensive backs—guys with attitude. They walked right across where I was practicing my approach. I stood there in disbelief. I couldn't believe what was happening. So I took a run-through as one of them pretended to take a jump at the bar that I was getting ready to high jump. He got in my way and as I ran by I gave him a good elbow.

He called me a stupid bitch, and I said, "Get off my area." The coach just put his head down and kept walking. He should have come over and taken care of business with his player. I expect that from the football players, even though it is disrespectful. They don't know any better. They come out there, thinking they are all that. The coaches on the other hand, they should be the ones to police that.

Another incident happened where I was on the high jump area, and they were out there throwing the ball. I said, "Get off, please."

They said, "No."

He would leave his foot on there, like, an inch. I said, "If you don't get your foot off right now, I'm going to go up and tell the coaches," and he didn't

move. I sat down, changed my shoes, and walked right up in the coaches' office in the middle of a big meeting. I said, "Coach, your players are in my way, and they are being disrespectful."

He came down and cleared them off, but he said, "Hey guys, come on, guys, let's go. You're in these girls' way." That is how it was. It was not like, "Hey guys, let's go, have some respect. These girls are practicing; we're not going to do this anymore. This is the last day we are doing this. Sorry ladies." (Only in my dreams!)

That was really an issue. So, from then I was known as the racist track bitch. It was just because I was trying so hard to stand up for what was right. That was our facility and our time to be the best that we could be, and they couldn't care less.

Even though the football team has practice fields, they were up on the track?

Yes. Those two incidences were on *our* designated track field. This is a square field, and here is the field house. This is our field to do our field events. They would come out of the field house and just frolic around on the track, because it was easily accessible right outside the field house, when their practice fields are down below that were specifically for football. We couldn't step a toe on them without getting run off. Yet they had cart blanche to go wherever they wanted because of who they were.

If we were to say, "OK, if you guys want up here, we will go down there," I wouldn't have cared. But no way could we have thrown javelin on their sacred grass.

I want to reiterate that Coach Ault was very, very respectful, at least to me. As an overall feeling I believe the football coaches felt as if it would have been much better if we didn't even exist.

As a student were you ever involved as a representative to committees as an athlete?

No. I don't even really remember there being anything like that, as far as us being able to voice concerns that we had in any way, up until my senior year. I do think my senior year there were

women athletes who got together and spoke. I remember wondering why I wasn't chosen to represent, or even knew it existed. It was almost like they chose athletes, perhaps, that wouldn't have necessarily really come in with something meaningful to say, and they knew that I would. They didn't want to ruffle feathers or cause waves.

How aware were you, as an undergraduate, of Title IX issues that were going on at UNR?

At the time, not aware at all. I knew that women's sports had come a long way certainly, but I didn't understand Title IX. I think it is hugely important that female athletes do. I almost think there should be a class on the evolution of women's sports. The first time that I came in contact with Title IX, I would say was a very negative experience. My coach, Enoch Borozinski, was the NCAA Decathlon Champion in 1994. He was just an amazing person and athlete and worked his butt off and got less respect than a third-string football player, yet here he is the National Division I Champion. We came home from Nationals to have Ault/Crowley announce the next day that they were cutting the men's track program, due to Title IX and for equality of women's sports.

The most horrible way to give women opportunity is to take opportunity away from men. I remember having a very negative feeling towards Title IX. Enoch was a very close friend of mine. To have them blatantly pull the rug out from men's sports was awful; he was the only male national champion in years.

I was just sick because here is a person that you couldn't have asked to work harder, and to have been a better ambassador to the sport. Then it gets announced with his picture is in the paper, "Borozinski Wins National Title as Men's Track Program is Cut." It is such a horrible thing, but supposedly a positive thing for women? How? There is no men's track program in the entire state of Nevada. So, tell me how that is fair.

Now, what are all these guys that were like me—pretty good in high school, but not good enough to get an out-of-state scholarship—going to do?

So, what sports did for me as a woman athlete in giving me confidence and self-esteem. I got that opportunity because someone saw my talents and developed them into something that I never even knew could possibly exist. I feel that way because of my coach. I probably wouldn't care had it not been for him. I don't see how Title IX is good when in order to create opportunity for women it takes away from men's sports.

Going back to when the men's track team was cut, had there been any sort of rumors that they might do it?

Yes, and we thought that it might happen, but not done in the fashion that it was done in. The day after Nationals. I think it was in poor character of the university and could have been done in a much more tactful way. Joe Crowley, at the time, was serving as the president of the NCAA and he could have come in and addressed our team as a whole prior to the announcement. Instead, he treated us as a team that just fulfilled a requirement of the university and not as individuals. This is our life; this is what defines us. It would be like taking something away from you that identifies you.

He thought of us as the track team. "They will move on to something else." But we are individuals, with lives, families, and experiences that we call upon that were taken away. The guys just kind of dissipated. No one really became anything; it was taken away.

How were the male athletes going to pay for school?

I think maybe they were given one more year of scholarship money, but there were a few athletes that didn't know what they were going to do. This is what paid their school, and they had three years left. They had signed here, and they may have not been good enough to go out-of-state. They were kind of in a situation where they were left hanging. Of the good athletes, one of them went to Arkansas. They were the exception to what was for the most part the make up of the track team—good, in-state athletes.

For those people who were upset with men's track being cut, do you remember where their frustrations were placed?

It was with the administration and Crowley. That's where mine were focused. I understood that with Crowley having been the president of the NCAA and his need for compliance at his own university. But I think we should have known a year in advance. I think they were afraid of losing some of the good athletes if they were to have given us some notice. I wouldn't have stayed because training with male athletes made me better. I think he was afraid of losing a lot of members of the track team, versus just saying at the very end, "Sorry, this is how it is."

If they had announced it sooner would it have given athletes more of an opportunity to figure out what they were going to do?

Absolutely. It created a real bitter pill to swallow for a lot of athletes. Instead of this university handling the situation in a very professional and tactful manner, and with respect to their athletes, it felt like they just took our coat, closed the door, and left us outside. Those were a lot of our friends and our teammates. It was very sad, because I think you need the whole team. They are used to it now, just having the women, but we trained with these guys. They were our training partners; they were our friends, and coaches, and now they are gone.

Do you remember seeing any benefit the following fall or any changes for the positive for women's athletics?

Honestly, there are none. Just a hole that slowly got filled with time.

What is the connection between cross-country, indoor, and outdoor track?

The connection is that the athlete that runs cross-country, which is considered a fall sport, also runs indoor track, which is considered a

winter sport, and then they run outdoor track, which is a spring sport. So, track athletes are counted three times. I was counted twice because I ran indoor and outdoor.

So, in a way, I felt like they were exploiting women's track, trying to use the same person three times while cutting the men's track program. I felt as if they saw the ability to make a huge tilt by simply counting someone three times. Women's track was used to improve the numbers and for better compliance at the university. Perhaps that is where the money thing came in to make distance runners appear a little more important to the program, versus just a sprinter.

What was it like being on the women's track team when you got to UNR, and what were the other athletes within that team like?

It was a team, but I recall it not being as much of a team as the football or the basketball team. It just seemed like we had our own lives. On a personal level we were more individuals than the football team. The football team didn't have jobs on the side. They didn't have to leave practice early because they had to get to their job. They didn't get to practice late because they weren't working a job on campus or doing these extra things to make ends meet.

Track is more of an individual sport anyway, but it wasn't as cohesive. It wasn't a true team. One person's performance in a race doesn't reflect what I did in practice with them, even on relays. You are a team, but what you do is what you do and how you perform is a reflection of what you do in practice.

A football team has got to work together in sync. So, comparatively speaking, it was great to be part of the track team, because there is still the individual feel. Here is the football team: they go to practice; they go to the training table; they go to the dorm, and they sprinkle out for school. We practice at different times. The track team is all over the place.

Do you remember some of the teammates that you had?

Yes, there were a few. There was a middle distance runner who ended up going to Arkansas when the men's track team was cut. There were a couple of female athletes that were pretty good, who I thought were just insanely amazing when I was a freshman, but looking back they were very average. There were a few people from Sweden, and it was really cool to have exchange students. I remember them saying it is so different over here than it is over there. Over there it was track athletes who were important, not football. Track athletes were put on a pedestal, and still are, in Europe.

What conference were you in at the time?

The Big Sky my first two years, and then Big West my last two.

Do you think that the conference change affected things?

I think we grew, and with growth comes more respect, at least with team sports. It didn't so much with track, though. We would go to meets, and we would compete against UCLA, even in the Big Sky. As long as we were Division I, I could compete against Tennessee, Arkansas, LSU, or Florida. Whereas football, you are stuck in that conference. By moving up into a conference that is more respectful nationally trickles down the importance of visibility. More people knew Nevada when we were in the Big West than the Big Sky. I think it was positive.

What were you doing during your college years besides studying and running track?

I had a job, where I worked probably say ten to fifteen hours a week. I worked weekends, which, to me, is a lot when you are training and competing and going to school.

What did you study while you were in school?

I got my degree in Health Education.

You mentioned that you had red-shirted your third year because of knee surgery. Was that something from running track for two years that had built up?

No. I had knee surgery twice in high school. It was just an injury that was perpetuated by the two years of competing. I know that I reinjured the same ligament that I had done in high school. It was just a weak link in my body.

It was to the dismay of the coaching staff. Not my coach per say because he understood, but the staff in general. "Do you have to do this? Because you could really be worth some points." At that point I really didn't feel like they respected me as an athlete trying to do the best that I could do. They wanted me for filler, and I couldn't compete. It was definitely an injury that was because of competing.

How long was the track season for you, from when practices started to your last meet?

For practice, I believe that we reported in mid to late September and we met as a team. I'm not positive at what point it is in the season that they can go from twelve hours a week of practice to as many as they need to. But September was really when our season started, whether you were cross-country, or just track. It typically went through May. The second week of May was usually the conference meet. If you qualified for the NCAA championships, it was about two to three weeks more after that.

The fall is really a time just to grit your teeth and bear down, and it hurts to train. You are getting yourself back into shape; it's a primer for the season.

What was expected of you in the off-season in terms of conditioning?

I kept in really close contact with my coach. My junior and senior year, when I was doing better and competing, I competed for the United States versus Canada during the summer, so I wouldn't really lose touch with my coach so much. In fact,

during Christmas break he lived in Arizona for about four weeks. He would write out very explicit instructions for what would be expected of us. When he came back home he was expecting us to be able to do certain things based on what we should have done.

When are the meets for indoor track season?

Indoor track started the end of January, and we usually had four or five meets that lasted through February. Outdoor pretty much started the first weekend of March.

Describe a typical track meet.

Indoor track meets are long days. My family was pretty good about showing up for my meets, but a track meet can be somewhat unexciting unless you are watching the person that you are there to watch during their race. Usually, the field events would start around eight and run until four, five, or six o'clock at night.

Where is the indoor track, for people who don't know?

We don't have one anymore. There was one that was donated from the Superdome in Louisiana. It was there unused, so Bill Cosby bought it and then donated it to us around 1989. We set it up in the Livestock Events Center. It has just been a couple years since they haven't had them. It was up there for fifteen years, and the surface of it is just raw wood, so with so many spikes and sprinting, it really became splintered. It's not in any kind of shape to be usable.

Now that that facility is unusable, is there still indoor track?

Yes, there is still indoor track. As far as I know, our team travels. I don't think that they compete in four or five meets, but they do travel to a couple of meets. That is what people would do when we would have meets. I think Fresno State was up every weekend.

Is indoor track as a sport smaller than outdoor track?

As a heptathlete, indoor season was very much just a primer. It was just to do your field events. It was hard to run around a 200-meter track. It was really hard on the body on that wood. There was value to it, to a point, but it wasn't that big of a deal for us. The heptathlon was not contested during indoor season.

What was the typical outdoor track meet like?

If we went to Sacramento, we would go the morning of. We would meet up here at Legacy Hall at six or something, and then leave on the bus. San Francisco usually we would go the night before. Most meets were one day, but for me doing the heptathlon, they were two days. Usually the heptathlon is not held in conjunction with another meet—there would just be heptathlons and decathlons. At typical track meet once you get there, you check in and figure out what events you are doing and what time they start, so you can start coordinating your warm ups. Pretty much it is just a waiting game after that.

Usually, sprinters would do the 100 meters and 200 meters. If they were a hurdler, they would run the hurdles, and then maybe run the 200 meters, which is more towards the end of the day. For the most part, every school has a four by four relay, and that is the last event.

Could you have a sprinter who ran first thing in the morning and then would have to wait to the end of the day to do the relay?

Yes. Throwers (shot put, javelin, and discus) on the other hand, they would be the ones that would get their event over with and then eat Doritos.

What are the different events available to compete in at a track meet?

There is the 100 meter, 200 meters, 100-meter hurdles, high jump, shot put, long jump, javelin,

400 meters, 400-meter hurdles, 800 meters, the mile, the 5,000 meter, the four by one relay, the four by four relay, discus, pole vault, and sometimes the hammer.

How many events could one athlete compete in?

As many as you wanted. I don't know that there is a limit, even in a conference meet.

What are the different things you do in a heptathlon?

The heptathlon is two days. The first day is 100-meter hurdles, high jump, shot put, and 200 meters. The next day is the long jump, javelin, and 800 meters. I would do two or three heptathlons in an entire season trying to qualify for the NCAA's. So when I would go to a regular track meet since they don't usually host the two-day heptathlon/decathlon, I would run the 100 meters, the hurdles, the four by four, the 400 meters, do a throw—either the shot put or the javelin—and I would do long jump or high jump. So my day was packed completely. More than anything, we really trained through these meets, and that can be the difference for a multi-eventer, when you can see the bigger picture. We utilized many of these meets as training days. We would oftentimes go in to meets pretty tired. I remember being not so happy with my coach when he would train us hard through a Friday, and we would really be dead on Saturday for the meet. Looking at how many meets you do during a season, if you took that day off just so you would have a little fresher legs, it adds up to a lot of days. A track meet was just kind of a glamorized training day for us.

How many meets did you have in a season?

We pretty much competed every weekend in March and April—seven or eight meets. I think we had a week off before conference.

Some of the meets were triangle meets with three schools—those were really rare. Usually those are set aside for schools that are closer in vicinity to each other, so they can just throw a meet together and scrimmage. But with a

lot of meets—take for instance, the Stanford Invitational—they could have fifty schools there, and that would include junior colleges, colleges, and Division I and Division II.

At those away meets, how many people would you take with you on the team?

It really depended on the level of competition expected. Stanford Invitational was typically a higher caliber meet, so we wouldn't take everyone. For the people that knew they were not meeting the standards of the meet, it wasn't a surprise. I would say, on average, probably twenty—and that is just the women's team. I can't remember how many for the men.

Where did all these people go? I can't imagine that they could all fit in these stadiums.

We would usually have a little area, kind of a camp set up. People would just hang in the stands, because, trust me, we don't have the fans football does. It's not like we as teams are sitting there trying to find places to sit when there are thousands of fans. The stands are pretty much reserved for us, if there aren't grassy areas like Sacramento State has.

When you check in, do you get cards for events? Where do timers go, all that kind of stuff?

When we check in for an event they will usually do a call. They typically won't do a schedule by time because, inevitably, they will get behind, but they have the order listed, and it's usually the same every time. So you can just kind of see, based on how many heats there are, what time you are going to be competing. They will usually do a first call and second call, check in call and then final call. Check in call I think is about an hour before, so we would go check in and pretty much from that point on . . . Sometimes it felt like you were at the Olympics the way that they would march you around out there, and sometimes it was just, "OK, thanks. We are going to start in probably ten minutes."

We would have ample space to warm up, usually. Before we ran hurdles they would let us run over a flights, but you are expected to come in warmed up at that point.

When you competed in the heptathlon, was that a completely separate meet?

The only meet that we went to that the heptathlon was run in conjunction with was at our conference meet, which was three days. The heptathletes had to start the day before the entire rest of the meet started. Our second day was the rest of the meets first day, which made it really hard for the heptathletes at conference. I never even did the heptathlon at either one of the conference meets. I stood to get a lot more points by doing what I was expected to do. Winning the heptathlon I would get ten points. By winning the 100 meters, the 200 meters, the 100-meter hurdles, the 400 meters, placing in the shot put or javelin and one of the jumps, I tied the NCAA record for the most points scored in a conference meet. It was 57 points. I think my senior year we scored 120 points as a team, and I scored 57 of them. The other two multi-eventers scored something like 20. So we scored over half the points for the entire team with three people.

There was a meet—have you heard of the Mt. SAC Relays? It is the West Coast's biggest meet. It includes high school and college. It's huge. They hold the decathlon and heptathlon portion of it at Azusa Pacific University, so they are running simultaneously, just at different locations. I won that meet my senior and junior years.

What was the average number of events that a track athlete would compete in?

Two. I can't say whether or not anyone did as many as I did at conference, but I want to say probably not. At a typical track meet, an athlete would compete in between two or three events. If you are a sprinter, more than likely you are going to be running in the relays as well. But I would do three or four.

Of the various events that you competed in, what do you feel you excelled at the most?

Without a doubt, the 200 meters, which was my favorite and my best. I guess sometimes we can be really good at something and not necessarily like it that much, but it was definitely something I just loved, and I love still. It is definitely a race where you have to be strong, and you have to be fast. I am a lot bigger than the average world class sprinter—they are about 5'3", but I have speed matched with strength.

For the 200 meters, it's running the curve for 100 meters and then finishing on the straightaway. So you had to have speed—obviously, it's a sprint—but you had to have strength to run the curve hard. It's not really an endurance sprint; it's an all out sprint. I raced against pure sprinters in the 200 and competed very well with them, oftentimes beating them. It gave me a little bit more of a chance to get out of the blocks, because the start wasn't my best. Once I got going and gained momentum, that is where I held on to my speed and outran the other girls. I loved the feeling of winning a race that was someone else's specialty and just "part" of my event, the heptathlon.

What percentage of the track athletes were also competing in cross-country?

I would say quite a large percentage, since we had a coach my freshman year that was a distance cross-country coach, so he favored that in his recruiting. I'm saying that just like it is a fact, but it was very obvious. I would say a large percentage—40 to 50 percent.

What sort of things did the cross-country athletes compete in at an outdoor track meet?

They would compete in 5,000-meters or the mile. They would drop down to the 800-meters sometimes, but that was it.

What were some of UNR's main rivals at that time?

UNLV, Utah State, Long Beach State, University of Utah, but it was just within our conference. Those were mainly the ones that I remember standing out.

Of the eight meets that you would have, how many of them were away meets?

All of them. We can't host a regulation track meet here.

Why is that?

We have both end zones covered, both corners of the track. What I've been told is that you can still run a regulation track meet if *one* is covered, but you cannot have two. Also, the inner curb of the track, where lane one is on the inside, I believe it is supposed to be raised an inch, not flush. I don't think it was necessarily built to host meets, which is unfortunate. It was built to frame a pretty football field.

The track was blue when I got here. We used the field that is Astroturf now four our throws with the javelin, shot put and discus; it's right outside the weight room. That was ours. We had a javelin runway on it. The javelin runway is probably a 150 feet long, the same synthetic surface as the track. At the very other end of the field there was a discus ring and cage with the big nets. A little ways from the javelin area was the pole-vaulting pit.

We had a lot of space up there back then. Little by little, our area was taken away. First thing, the humongous project with the Primm weight room [Roger B. Primm Strength and Conditioning Center], which is a beautiful weight room, but they started encroaching on our space. Before you knew it, we had to long jump off to the side and could no longer throw discus and javelin up there; it was done on the lower fields. Now, obviously, there is nothing. As far as I know, I haven't been over there, but I think they built a facility over at Manogue for the track team.

How many UNR athletes made it through the conference meet to go to the NCAA championship?

Very few. I was the first girl to do it as a track-and-field athlete and I know I was the first All-American track-and-field athlete. Since then, one of my training partners went, and there have probably been five or six since I competed. It's definitely an honor and accomplishment to go.

In the conference meets your junior and senior years what sort of things were you competing in?

I competed in the exact same thing in both years. I competed in the 100 meters, the 100-meter hurdles, the 200 meters, the 400 meters, the four by one relay, the four by four relay, the shot put, and the javelin. A lot of events over two days. And I think I did the high jump too, my senior year.

How many coaches did you guys have?

We had our head coach, Curt Kraft. Then we had the distance coach, Mary Shay. I think she went to UNLV, and I'm not sure what she is doing now. Then we had Enoch Borozinski, who was really just a grad assistant. He was never paid. Then we had a throws coach who I don't really remember. He handled the shot put, javelin, discus, and hammer.

How many of those coaches were full time versus part time?

As far as I know, there were only two full time coaches, and that would be the head coach and the cross-country coach. Other than that they were assistants or grad assistants.

Did that ever change over the years? Did you ever get someone or lose someone?

There was Roger Bowen and our throws coach, Mickey Cutler—he was a great coach. I think Curt Kraft was an assistant. Then the following year we got a new coach that trained the multi eventers—heptathletes and decathletes—and the jumpers, and his name was Del Hessel.

I told you I got thirteenth place out of fourteen people my freshman year at conference. I really didn't think much of myself; I thought I was a pretty good athlete, but not great by any means. Del Hessel came in and said something about me getting top three at the conference meet. It was one of those things where you think, "Whatever. Yes. OK." Then he wrote me a letter about how he thought I had world class athletic abilities. I just couldn't figure out why he kept saying this crazy stuff, but I actually went in and got third place at conference that year. His wife passed away, and he ended up moving to Colorado. That was really hard, because suddenly, I did well, and now the coach is leaving. That is when Enoch stepped in. I don't even know if it was legal for him to step in as a coach because he was also an athlete and still competing for the university.

When did Curt Kraft become head coach?

I want to say probably in 1992. Kurt Craft was an assistant coach my freshman year, because I remember when I got back from conference—after getting thirteenth place—he was really strongly encouraging and asking me to just leave the heptathlon and be a relay and sprinter person. That is for athletes who are pretty good, but definitely just filler. I know I broke down and cried but I got my way and continued training as a heptathlete, which proved to be a good choice. Coach Kraft became head coach pretty quickly thereafter, and he treated me very well.

How much do you feel that the success of an athlete is dependent on the quality of the coach?

I could write a book on that. I try to compare it to baking a cake. If you have all the best and freshest ingredients, you can bake this beautiful cake. If you are lacking in ingredients or only have half as much of something, the cake isn't going to turn out as great. A coach can only do so much with an athlete with subpar talent. I know that for an athlete and coach, it's extremely important that they click. I have experienced a couple of other

coaches that were great coaches, but there was just something missing.

I think after having Enoch I don't know why sometimes I got so lucky. We would watch hours upon hours of video, and we would start having these buzzwords. If he said one word I would know what that meant, and that is what would be in my mind in the starting blocks. So I think in order for a coach to make that connection with an athlete there just really has to be something special. I know it can't be like that in every relationship, there are so many athletes for very few coaches, but it is very important. You either have to have that connection or a very disciplined athlete. I feel for those athletic directors when they sit down and interview, because people are just not as they seem a lot of times, and you just never know what is going to happen.

Sometimes I like to refer to them as just generic coaches. They are out there giving their time, maybe being paid very little, if at all. You have to commend them on that. But there is a point where I also think that, at a Division I university, perhaps there needs to be a little bit more effort made on finding a good team of coaches. Bring in an assistant from a very strong program that is able to bring a team of coaches with him or her.

I think that there comes a time—and this is probably where Cary Groth is going to be awesome—that each and every coach, no matter what team they are coaching, really needs to be evaluated against the baseline of other coaches in their position. Interview athletes about coaches. I think that is extremely important, but it is as if we have no decision in anything. And a good coach is extremely important for our success.

I had a great relationship with my coach. We connected—I don't think we could have connected any better. Then I went down and competed for Nike with an awesome coach. This coach has trained Olympians. He is incredible, but there was something about him. I just wasn't relinquishing myself to him. He wanted to maintain what I had and not break anything instead of challenging me even more to be even better.

Do you think that schools are becoming more keen to those coaches that can be really demeaning towards athletes?

No, I don't. It is something that, especially for an athlete who has been a disciplined athlete for their entire life, they are used to having strict coaches. For the most part you are not going to have great coaches that both are friendly and are going to make you successful. Those are very few and far between, in my opinion. I think that it is very important for coaches to be strict with athletes, especially when they are young, so that is what they are used to. Sitting down and interviewing a coach and trying to figure out if they are going to be demeaning to women is a futile effort. You can't read that, and who would admit to that being part of their coaching technique?

We have to nurture our athletes, too, for life after sports. That is something that I had a really hard time with. It's almost the separation anxiety over something that was you, and now you are drawing further and further from it. There are a lot of life skills to be learned from sports, but then there is a lot that we miss out on, too.

Does being demeaning ever produce anything?

I think there are some cases where it does. I think it is a cheap way to elicit a better performance. I think for men's teams, maybe, it works better. Once in a while Enoch would say something about Diane Guthrie or Najuma Fletcher (rivals of mine from other schools), like "Oh, I wonder what she is doing." But it wasn't at all demeaning. He would just say Najuma Fletcher's name, and I would know. She was from the University of Pittsburgh, and she was one of my main opponents. He would do things like that, but I don't recall a whole lot of demeaning happening on the team. I think it may initially get good results, but I don't think it would last. The athlete would become very hardened—an inner hate towards that coach. (I recall a time that one of our coaches told an athlete to keep the fork out of her mouth over summer break.)

It is definitely the lazy way, because you can get reaction and emotion from hurting someone's feelings or finding that weak spot and hitting on it. That will definitely elicit strong emotions which, in turn, may have a great turnout, because they had an adrenalin rush. Overall, I don't think that that is a very useful tactic. I think there are better ways of going about and doing it, but that means having to get to know your athletes, and that takes time and effort.

Do you find a difference between male and female coaches, with their philosophies and approach?

I have worked with some women coaches. I actually trained with one for a few months when I was on a hiatus from Enoch. It's hard. I think they think they can do a good job because they are a woman, and they understand women, but I think if you are a competitive woman, it's really hard. It is very difficult to put yourself in that position where you still highly tout yourself as being a great athlete, and then you have this chick coming in where there might be an attitude issue, and suddenly find yourself competing with her. My experience with a woman coach was not great. It became very hostile. She became very controlling of me and wanted to become even more controlling. It was as if I lived under her rule. I get along with male coaches great, and I have one now that I train with for my figure competitions. There can be great women coaches, but I don't think that I would do very well with one.

Do you think that it is a personality thing for both the coaches and athletes?

Yes it is, definitely. The athlete, first and foremost, must want to be there. With track sometimes—because track allows so many walk-ons—it kind of loses a little bit of respect, including for those people who compete on the team. They just walked on, and suddenly they are competing for a Division I sport, and that is huge. I think that the coach the first day has got to set the rules. I think sometimes the mistake

is they want to be the athlete's friend. Coach Kraft did that. He was our friend and he wanted the team to like him. For women coaches it is a difficult thing because in order to gain the athlete's respect you have to prove yourself more. It's tougher for a woman, but I think if you can gain those athletes' respect, you'll have a group of very loyal athletes. And girls won't usually try to talk women out of stuff like they will try to talk male coaches out of.

Can you tell me about the different titles you won and records you set as an athlete in college?

Right now I currently hold the records at this school for the indoor 55-meter hurdles, the indoor pentathlon, the indoor 400 meters, outdoor 100 meters, 200 meters, 100-meter hurdles, 400 meters, and the heptathlon. Those are the records that actually are still standing right now. I have the record for the fastest collegiate 200-meter time run at the NCAA's. My junior and senior year I was conference champion in the 100 meters, 200 meters, 100-meter hurdles. I got fifth place my junior year at NCAA's, which made me All-American, and then I got second place my senior year, which then made me an All-American two times. I was the Women's Athlete of the Year my senior year. My junior and senior year I was Conference Athlete of the Meet, voted by the coaches.

When you were a student at UNR, how visible do you remember women's athletics being?

It was visible, but I think even more so today than it did then. It was visible without a doubt, but it was seen as "girls' " track.

As time went on I think women have taken it more seriously, maybe with the help of coaches. It seems to be garnering a little bit more respect than when I was here.

As an athlete at the time and as a representative of UNR, do you think your conduct was more scrutinized than the average student, who maybe wasn't an athlete?

If I would have been a guy, then yes. Again, we were visible, but we still blended in. In fact, I got a really nice compliment from one of my teachers. I was getting some assignments before we went to a meet, and she said, "You know, I just love women athletes. You are all so responsible. You get your homework in or your assignments in before you leave, versus these basketball or football players that always want favors" (to turn work in or take a test *after* their game). That was really nice of her to say.

The reputations that you were talking about for athletes from different sports, was that campus wide or just within the athletic community?

It's within the athletic community as a whole.

Was there anything done to address visibility or improve it while you were there?

No.

Still being involved and aware of UNR after you have graduated, have you seen improvements?

Yes. I always say it is really cool to be a great athlete but still a feminine, attractive woman. They have brought attention to women's sports. And I think they have definitely capitalized on that. They have posters of all the women's sports around, and the girls dressed up in their club wear. If it works, then use it. If it's going to get asses in seats, so to speak, then do it. I don't think that that is exploiting or compromising women at all. I think it's the other way around. We should be proud of our femininity and the fact that we are great athletes, or vice versa. However you want to look at it. I definitely think it has brought a positive viewpoint, maybe, community wide.

Did you run into stereotypes of being a lesbian, or being this or being that?

I didn't, but I know the basketball team did, definitely, and that softball does. The only thing

I was accused of—and of course no one said this or accused me directly to my face—was using steroids. Those people don't understand the power of hard work. That is just funny to me. It still is funny.

How do you feel about the stereotype of women athletes, that they are not feminine, or the homophobia that is tied in with that?

I think nowadays I see more girls embracing their femininity and sport, and being proud about it. I'm just thinking of track. I was never really friends with volleyball players. To me the basketball girls just always seemed to want to be guys. They walked like guys; they talked like guys; they wore their clothes like guys. It was just kind of confusing to me as to what exactly they wanted. So I can understand why that stereotype was there. Perhaps they thought they would be more accepted. I don't really know. The psychology behind that is beyond my scope of understanding at this point.

Do you think the girls who don't necessarily fit the norms of being a girl have a more difficult time?

Yes. That is a really good way to put it. Yes, I do, and I think they feel comfortable with other girls that feel the same way. Usually for a girl that is six foot one with huge hands and weighs a lot by "girls" standards, there are very few guys that would want to go out with her in high school, so there becomes somewhat of a complex, I guess. It is kind of like being out in the Serengeti and seeing a herd of animals and feeling really good about being around others who kind of share the same traits as you. I think that a lot of girls would express their female side by sleeping with a lot of guys. I think it was kind of confusing for them as well.

There were one or two girls that were gay on my track team, and I don't really think it is that big of a deal. I am totally accepting of that. But I think they are trying to find a common ground, and obviously it is where they can be happy and accepted.

Do you think that any progress has been made, or any changes made, in accepting female athletes regardless of how they appear?

I think perhaps it has almost been more of a divide for people looking in. There has been a huge push for showing the world that women can be sexy and great athletes. Girls are posing in Playboy, on magazines covers scantily clad, and they look super sexy. I think it has been awesome for women's sports, if you ask me. But I think if you don't look like that, then it draws a wedge between the divide even more. Looks are very important for acceptance among others.

It is a separate entity in itself. The dynamic of being a woman athlete, how you fit in, how people treat you, how women treat you—is very interesting. The way that women love to hate women, that is just, I think, our nature. I sometimes feel that I am hated all over the place, and I always just say, “I think I am a really nice person—just talk to me!” I think women like to think that I am some snooty, self-absorbed individual—and I'm not—because I carry myself with confidence and I train hard, and the fact that I feel good about who I am shows.

There is a volleyball poster this season, and I think there are about four girls on it. I wonder if you don't look a certain way you are not going to be on that promotional poster?

In a way, they are bringing positive attention to the team and the season, but it's kind of like they are just taking a representation of the team. I know that those girls are cute, and they are probably their four best looking. I don't know how they are chosen.

I think they are trying to appeal to a wider population by having these girls standing in street clothes, with their hair down. They're not showing them going up with a big spike, because people would freak out at those things. They want people to believe that that is what they should expect to see, except obviously, when they are in their competition gear. I understand where they are going with their marketing.

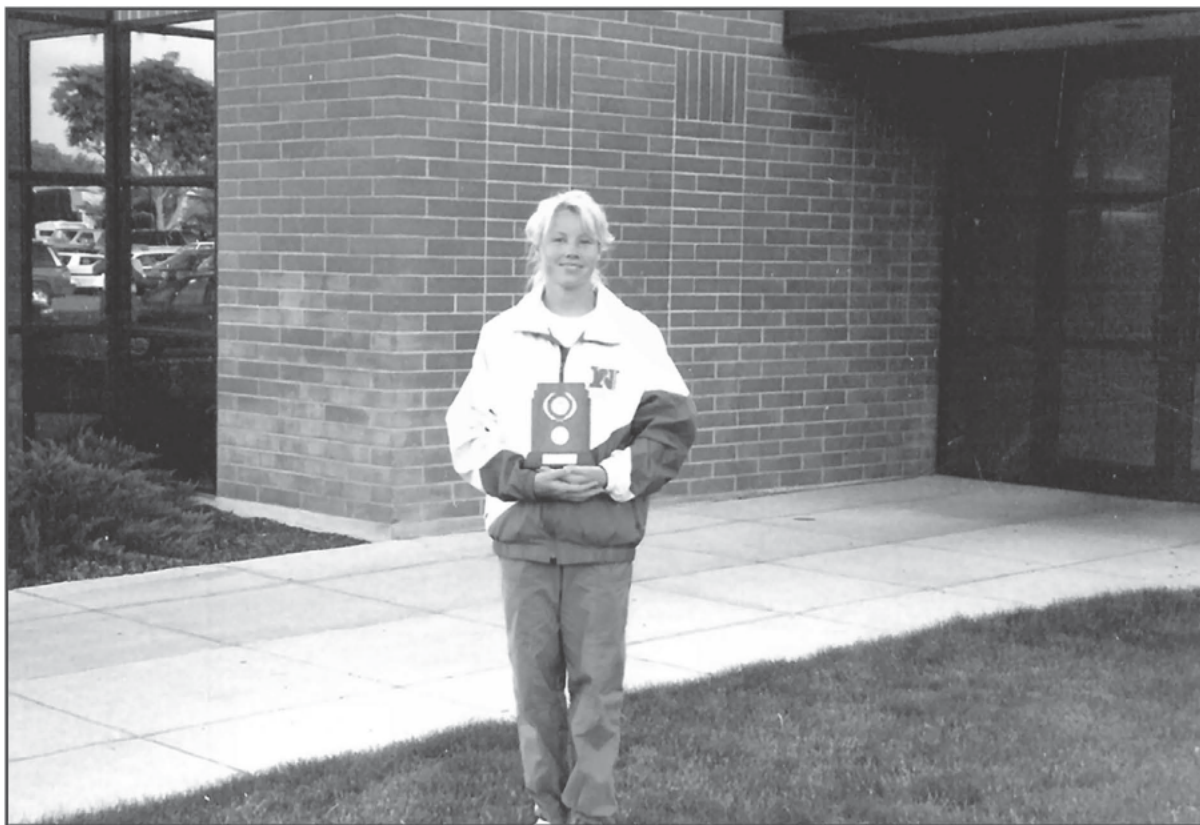
Tell me about athletics for you after you graduated from University of Nevada, Reno.

After I got second at NCAA's, I was asked by Nike to compete for them. It lead into the Olympic Trials the following year, which meant I had to move down to Long Beach. That is where the training facility was. This specific coach asked Enoch and I to join the team, and so we both moved down to Long Beach. It was fun living down there, but it was very stressful in terms of money. We were not getting paid. We were on pure product sponsorship so we got our ways paid to meets, equipment, shoes, gear, etc. I didn't have a job for a while, and it wasn't that big of a deal, but then money started running low. I had an agent for commercials, and got a few commercials here and there. I actually signed under SAG, Screen Actors Guild, so I was official. Then I was a substitute teacher, because the commercial opportunities weren't that often for real women athletes. They would take this skinny girl and have her jog because that is what people liked to see and actually thought that's what real athletes looked like. If they put me up in front of a casting director for a part they would say, “She looks like the Incredible Hulk.”

Finally, the commercials started picking up, and I started doing more fitness modeling. We trained in the afternoons; we wouldn't train until about four o'clock at night. We would go to Long Beach State to train. My training was just nothing like it was here.

When you were competing for Nike, were there meets that you were competing in, and who were the other athletes?

There were probably about ten athletes that trained with us at this facility. Competing for Nike basically means that, for the most part, you can train anywhere you want, and Nike will pay your way to meets. They typically have about three meets that they require you to do in exchange for their sponsorship. One of them is Mt. SAC Relays which is one huge regional, and one of them is, of course, the Olympic Trials. I went to



Ali McKnight after placing second in the NCAA Track and Field Championships in Knoxville, Tennessee, June 1995.

the Olympic Trials and had a very subpar meet. I ran my hurdles very fast, and then after that . . . I didn't know what was going on. It was weird. It was amazing being in the stadium, though.

Nike dumped everyone that didn't make the Olympic team, which is very typical. For the next four years they build their team up until the trials so they have got the largest representation of people competing for Nike at the actual trials. They pick up people along the way here and there.

What sort of benefit was there for you to compete for Nike?

Nothing really, honestly. It wasn't like we were making a hundred thousand dollars a year. Add up three plane tickets and some hotels, and, of course, a bunch of clothes and shoes—that was a benefit.

What did you do after that?

I moved back to Reno, and I got real with myself. When I went down to Long Beach, I have to admit to feeling a little cocky. I've never been a cocky person, but I had a little bit of an arrogance about me. Well, I came to the realization that's not going to get you anywhere. It was hard work, training very hard, and giving it everything I got to succeed. I almost felt like I barely broke a sweat. I kind of knew it wasn't working from the start.

When I moved back here I just sat down with the old me. I wrote out ten letters for sponsorships, that explained who I was, what I was looking for, and what I had done. I sent it to Western Nevada Supply, Toyota, Dodge, a pizza place, and a few other places. I think I sent eight letters out, and out of eight letters I got seven sponsorships. I got my plane tickets paid for by Pezonella & Assoc. anywhere I wanted to go to meets. I got cash for training equipment. I got a car from Don Weir, and I was able to use it for

four years. Someone bought equipment for me. Another person gave us \$2,000. I think it really meant more to me to really sit down and ask myself, "How am I going to do this?" Before it was like I walked in to the place where I didn't have to do anything—I was already great. So I had a couple successful seasons when I moved back here.

What sort of meets were you competing in?

Pretty much the same ones that I did as a collegiate athlete. Unless it is a conference meet or a three-way, intersquad meet within the same team, it was open to all athletes. This was great because it was enticing for schools to be there if Gail Devers was running in the hundred meter hurdles. She is the Olympic Gold Medalist. It was scary for the people competing, but it was huge.

So the meets that you are competing in for your conference and also for the NCAA are not just NCAA athletes?

No, but you compete against mostly collegiate athletes. The percentage of people that do this after college is not very high, but the ones that do typically are really good. Obviously, I wouldn't do NCAA's, but I would have to qualify for USA Nationals.

So the two things that you are trying to qualify for or work towards are nationals and then world competitions?

Yes. It is kind of confusing. Every four years, obviously, is the Olympics. So, in an Olympic year—1996, 2000—the USA Nationals are the Olympic Trials. Then the next year the USA Nationals are just nationals; there is no team to qualify for. The next year it's World Championships, because World Championships are every two years. So, two years after the Olympic Trials is the World Championship Trials, which is also USA Nationals, and then the next year is nothing. The next year is Olympic Trials, and it starts over.

I made nationals every year. In 1999 I got third at USA Nationals, which meant nothing, because it was not a world championship year or an Olympic year. So I got third place for being in third place. I wasn't on a US team. That is just the way it goes. With track athletes competing for that spot every four years is very hard. You more than likely will miss your chance and be really good one year when you need to be good the next year.

As an athlete trying to compete in these events were you trying to get the sponsorships to maintain a career as an athlete?

Yes, and I did just that. It took a long time for this to happen, but when it did it was awesome. The Reno Orthopedic Clinic and my orthopedic surgeon that has done all my surgeries basically gave me \$1,500 a month to work two hours a day down at the clinic. I just did some research stuff. They were just a really cool group of guys that were doing it because they wanted me to follow through on trying to make the team and trying to fulfill my dream. They wanted to be part of that. My other sponsors couldn't care less how I did in meets. They believed that, as long as I was still competing, it was worth it to them to help me out—to help a person out that wants to help themselves. It was really a great thing. It felt so much more real than competing for Nike, which was just kind of superficial.



Ali McKnight throwing javelin in Long Beach, California, July 1996.

How did you do in 1998?

In 1998 I had my second ACL reconstruction. I trained up until May, and I was having a pretty good season. It wasn't extreme by any measure, but it was 90 percent of what my best season was. But then I tore my ACL. We went out and tried hurdling, and I knew something was wrong. I went over a hurdle, and it was not going to happen. It was three or four weeks before USA Nationals, and what can you do? You can't make your body do something it isn't physically able to do. I went in pretty much that day and scheduled surgery. So that was another year of rehab.

I came back in 2000, and I got tenth at Olympic Trials. I got in a really bad car accident in Vegas two weeks before Olympic Trials, and I didn't step on the track one time. I have to be honest with myself—I don't think I would have made the team, even if I hadn't been in the accident. My time came and went. It is hard to stay at that level and stay peaked for years.

How old were you in 2000?

I would have been twenty seven.

What is the average age for a track athlete in the Olympics?

For a heptathlete I would say late twenties or even early thirties, because it is a sport that continues to develop.

Is there anything else within 1996-2000 that you want to talk about?

It really was a time where—I don't want to say I found myself—but it was really very much a learning curve about what sports did for me. I was really able to use that a lot to my benefit.

Can we talk about the bobsled team?

Yes. It was at the 1999 USA Track and Field Nationals. It is pretty customary for the bobsled team to go there, send their coaches

there. Ultimately what you are looking for as a bobsledder is explosive strength and speed. So looking at a shot putter, clearly they have all kinds of strength and explosiveness in terms of throwing the shot far. You take a sprinter—they are very, very fast. You put either one of them behind a sled to push it, though, and the big guy doesn't have the speed, and the sprinter doesn't have the strength. So, they really focus on heptathletes and decathletes, because we have it all.

So I competed in the 1999 USA Nationals, and it wasn't long after someone contacted me and asked if I would be interested in coming out to Lake Placid to compete in the six-item, dry-land championships. The six items included a vertical jump, 100-meter sprint, 5 double-leg hops in a row for distance, backwards overhead shot put throw, and . . . I don't even remember what all of them were. I was invited out there, and so I said, "Sure that sounds good." I talked to my coach about it. I said, "Hey, bobsled called me."

His response? "Right on, let's do it!"

By his encouraging me to do it, that got me really excited, and I thought "OK, I'm bobsledding now." I went to Lake Placid, and I ended up winning the dry-land championships. That was another whole dynamic in itself. For me, this person that no one had ever heard of before in the bobsled world . . . If you are entrenched in the sport, where you earn your position over time, it's hard to kick you out. The girls involved are people who typically have not gone to college, because they have gone straight from high school to live at the training center specifically to train for bobsled. So to have somebody come in and win your competition was really hard for a lot of them. One really had a hard time with it and I thought to myself, "Gosh, I'm not going to apologize for winning it."

What that did was give me the choice as to whether I wanted to compete that winter. I said I would, but I wouldn't be able to compete for the entire season, because we are going into the 2000 trials. Bobsled season lasts from December through mid March. They asked if I wanted to live there in the fall, and I said absolutely not. I thought that being in Reno will serve both of us much



Ali McKnight at the U.S. Olympic Trials in the javelin holding area, July 2000.

better as I would be on familiar training ground in better weather, which meant more speed.

I was going to be competing in the world cup after I accepted being a part of the team. I flew to San Francisco, then from San Francisco to London, London to Oslo, then Oslo to Lillehammer. I trained and competed for three and a half weeks and was miserable. I did not enjoy it at all, and, honestly speaking, I didn't respect the athletes that I competed against. I didn't think that they were the best athletes that the U.S. could have put out there. I think the best athletes are those that are more educated and more well rounded. A gold medal is certainly something I would love to have, but I wouldn't trade my education for it. I lost some respect for the sport based on what I physically saw of some athletes. I know that may sound bad, but it really is true. I expected more. The Swiss girls were fit, the Germans, too, but everyone else not so much.

Then I went to Park City, Utah, trained a little bit there, and it was really there that I realized I didn't like the sport. It was extremely cold, and it was not enjoyable. I don't regret it. I think I could have been on the gold-medal team, but I don't think about it that way.

So you competed in it for how long?

One season—not even a full season, because I had to get back home to train for the Olympic Trials in the heptathlon.

I didn't realize that there was such a world of bobsledding.

There is, and when you are in that world, it's the only world you know. I think that is what keeps them there and makes them feel safe and stable.

Do you think a part of it is a regional thing?

Oh, yes, it absolutely is. Who is a good football player you know that plays in the NFL?

Peyton Manning?

Even though he might be really good, what is the likeliness that Peyton Manning is going to be exposed to bobsled? The likeliness of getting the really good athletes is not there. There is no incentive.

They can't all be born in Lake Placid.

Or Park City, Utah, and that is really where the athletes that end up being on these Olympic teams are from. It's just a matter of opportunity.

Tell me about what happened after you left the bobsled team.

I came back at the end of January from Norway, and pretty much got right back on the track and into things. I was going back and forth to Vegas from Reno. That is where Enoch, my coach, lived at the time. So I was commuting back and forth between here and there pretty much every week. He and I had been training together for so long, and for the most part I knew that it was going to be my last year. It was a pretty uneventful season overall. I had decent marks and improvements, but overall nothing to where I thought, "Oh my gosh I'm going to make the Olympic team." There were still some things that were really coming around and I think that that's just the hard part about this whole thing. Sometimes it seems frustrating because you don't know if you are going to peak. You don't know if you are gearing towards peaking in 2000 in Sacramento at the trials. After my very last training session in Vegas—it was at the end of June—I got into a bad car accident and I couldn't train at all. My first day back on the track was day one of Olympic Trials. At trials I think I ended up finishing seventh or eighth overall, and it was just a very lackluster finish to my track career.

The accident was bad. I was going probably about fifty-five or sixty on a big, five-lane, one-way road in Vegas. The other driver just came out of a side street and was just crossing over the lanes as if no one was coming. Actually, I t-boned him because he cut in front of me. It totaled the car, and I did sustain injury to my knee and ankle on one side, but nothing was broke, thankfully. I lost a little bit there for sure, and it was kind of a sad way to end my career, but I knew it was definitely going to be the last go. Four years in between each Olympic trial is hard to train and stay focused for.

How difficult is it to make a living as an athlete?

It is very difficult, especially for women. I don't think that will ever change. It has definitely changed for the better as far as recognition for achievements and athletic ability, but the bottom line is women's athletics, in my opinion, will never be taken as seriously as men's. There is not going to be guys sitting around the TV, or women for that matter, watching women's sports. We have to face that fact. I have seen the media make a huge and positive effort, if you will, to promote women's sports, even if it is in a little bit of a sexist way.

In terms of trying to make a living as a female athlete, obviously we don't have the same opportunities as men. I always say that if I was a guy I would be playing in the NFL. I am really sure of that. It is hard as a female athlete, but fortunately for me I had awesome support around the community. It was from many different sponsors that helped me along the way.

Do you think it would help if there were more professional women's teams like the WBNA?

No, not necessarily. The WBNA has been helpful for little girls. A woman NBA player gets paid somewhere in the neighborhood of \$40,000 or \$50,000. Obviously we are not talking about million dollar contracts here. Soccer has Mia Hamm and Brandi Chastain, and those ladies did an awesome job. For softball, definitely not. Girls are getting some cool jobs on sports shows

because, well, they took their clothes off. There is definitely a double standard, but that is just the way it is.

After the Olympic trials, what did you do?

There was a girl I knew that went to ASU, Gea Johnson, that was the Heptathlon National Champion in 1990. If I had any role model at all it would have been her, but that is just because someone told me I kind of looked like her and I was a heptathlete. She did this thing called the Galaxy Competition. It is part obstacle course with a bunch of different strength events, and part physique portion. I always thought it would be fun to do something like that, because I thought it is great that a girl can be pretty as well as a super athlete. By combining the athleticism with the beauty, half and half, I thought that would be kind of fun. I actually did one of those shows, and I won it. It was the Western Regional Trifitness in 2002, and it was fun.

When I finished, the victory was nice, but there was something that just wasn't fulfilling that desire. It is not like I must compete, but there is something inside . . . I almost felt like the competition was a celebration party for Jenny Craig, as there were a lot of girls there saying, "Oh, my gosh, a year ago I was fifty pounds heavier!"

So I went down to the Mr./Ms. Olympia in Vegas in 2003, which is a big bodybuilding show, and that is where I saw a figure competition. Right after I got home I found a coach and pretty much started training right away. I won my first show in 2004, and then I turned pro a year and a half later.

Who was the coach that you found for your figure competitions?

His name is Mike Davies. He has turned more girls pro than any other trainer in the world. He knows his stuff; his and my training styles are closely matched—very athletic. He lives in Ohio, so I have had to fly out there quarterly

and train with him. He does everything, even my diet.

In that year between when you decided you were going to compete in figure and your first show, what sort of training did you do?

It was definitely a 100 percent different training style than what I was used to. You lifted and trained for a show versus for a performance. We did full-body, Olympic-style lifting, when I was competing in track, for explosiveness. With figure it is one body part per day, five days a week. Tons of cardio on the treadmill—kind of boring. So what I ended up doing was a hybrid of my track workout and then combined it with his weights. I kept it athletic. There was no need to completely change what is not broken. I know my track workouts and sprinting were awesome and what kept me lean, so I stayed with what I knew. But the diet was hard. During college, I pretty much ate whatever. The diet now—seven, eight times a day, egg whites like you can't believe. I was hungry all the time. I never quit, but I came close a couple times. When you see your body changing in the direction that you are wanting it to change, that is enough motivation to stay on track.

What is the diet trying to accomplish?

It's main purpose is to cut fat while maintaining lean muscle. There's *a lot* of protein, low glycemic carbs, and fibrous vegetables. When you are eating carbs, usually in the afternoon, you are not eating rice or bread. It's asparagus, broccoli, or snow peas. It's very monotonous and boring, eating the same thing every single day, but I tend to like that regimen; I like that discipline. That is how I feel like I achieve what I set out to do, is following a routine like that. The diet pretty much consists of chicken, fish, a little bit of steak, a lot of vegetables, and lots and lots of protein shakes and egg whites. That is pretty much what you are on for about eight weeks. I stay in shape year round and eat a fairly "clean" diet, so thankfully it's not too painful come time to get a little stricter!



Ali McKnight (far right) competing in the Team Universe Figure Nationals, where she won first place in the Tall Class and received her pro card, New York City, August 2005.

Between when you decided to do it and your competition, how much time was that actually?

That was almost six months, so it wasn't a lot of time. The show season is April to September or October. My goal was to get my pro card because I want to compete at the Olympia. In order to compete at the Olympia, you have to finish in the top three at a pro show, but obviously you have to be a pro to compete at a pro show. At my first show I did really well. I won my class, and then I won the Overall. I didn't even know what that was! Suddenly I was just on stage again competing against other class winners. Then I competed probably three weeks later. I did four shows my first year. I did four shows between April and September, in about three and a half months. I got fourth at nationals that year. The next year I did five shows, and I got my pro card.

For my "rookie pro" debut I was invited to the Arnold Classic, as in Arnold Schwarzenegger, in 2006. It's a show in Columbus, Ohio. It's kind of the crème de la crème of shows because you have to be a pro to compete in it, and you have to be invited. It is the top twenty girls in the world, by votes of top judges, photographers, etc, and I was chosen. That was quite an honor, but then I pretty much got smoked. That is when I really started figuring out the heavy politics in the sport. I always say I felt like I could have been nine months pregnant and still finished where I did, which was in the teens somewhere. They knew who they wanted, and they hardly gave anyone else a second look. That has been the frustrating part for me in this sport, and that is why I didn't compete at all last year.

In the spectrum of what you are competing in where does figure fall?

There is the IFBB, which is the International Federation of Body Building, and that is the most highly respected, most highly recognized federation. So there is body building, fitness, and figure. Body building is just huge muscles—an extreme level of muscle—and they do a posing routine to music. Fitness is for women only. There is a physique portion where you come out and let the judges look at you, and then there is a fitness round where they do the one-handed push ups, the acrobatics, and etcetera.

Then figure is just based on symmetry. You come out on stage and do a series of quarter turns: you stand and face front, to the side, from the back, to the other side, and then front. You have nothing else to be judged on but what you look like top to bottom. They brought in figure to what I think was a struggling sport of bodybuilding. The women bodybuilders were getting entirely too big, muscular, and masculine. Obviously with the supplement industry, and fat burners, it has to appeal to women. It is a billion dollar industry. So they brought in figure to help revamp and reopen the interest in the world of body building and supplements.

In figure the criteria is that they want girls who are obviously in very good shape, lean, and pretty from the top down. They don't want you so lean where they are seeing striations. They want a very healthy, curvaceous-looking muscle, and lean. Figure itself loses its luster after a very short period of time in my opinion because it's not competing; it's subjective judging. What can I do? Put on a second coat of mascara? The difficult part for me came when I stepped on stage knowing I trained harder than anyone else, yet wasn't rewarded for it at the Pro level.

The woman who won the Arnold Classic, why did she win?

Well, there are some sleazy things that I think happen with girls and judges, but I can't say that for sure; it's just hearsay. At the Arnold Classic there are sponsors to the show. The bigger the name the more money that a supplement company sponsors the show with, which typically

yields a better placing for the girl that they endorse. I luckily picked up an endorsement contract with Ultimate Nutrition, and it is one of very few paid contracts in the industry. I happened to be in the right place at the right time and they liked my look and everything. I lucked out there. Muscle Tech, for example, has a girl that is their superstar girl that they pay well to promote their product.

Depending on how much money the supplement companies give the show it sometimes correlates to how a girl finishes. Everybody looks awesome. No one comes up there with a little bit of cheese on the back of their thighs. You are prepared when you get there. I understand it would be hard for the judges, so they have to go off something. It is just very hard that I can't compete and be the dark horse and win. It would never happen and that has never happened. They know who should win, who they "need" to win to continue making money, and that's the way it is.

How long have you had the sponsorship with Ultimate Nutrition?

I have had that since March 2005. I'm sponsored through March of 2008, and then I have got some options as far as what I am going to do then.

The fact that you didn't compete at all last season, they weren't upset about that?

Most supplement companies do require their girls to do a certain number of shows, which is customary. My company wants me for their magazine ads, and they want me to stand in front of their booth. In a small sort of way it's almost like they have it figured out a little bit more than the other supplement companies. They don't need the girl competing at the show to sell their product. Usually, girls don't want to really look like that. When I am a lot leaner, I like the way I look. There would be a lot of girls who would like it, but not quite that much. I don't get huge and muscular; I just get very lean. They don't need me standing on stage to sell a product.

What kind of magazines do the ads for Ultimate Nutrition appear in?

Pretty much every muscle mag; *Ironman*, *Flex*, *Oxygen*, *Planet Muscle*; virtually all the mainstream magazines.

In the pictures you had given me there was the cover for Muscle Mag. How did that come about?

There was a website online that promoted fitness. It was a place where if you are a girl who is into fitness you can put your picture and your bio. That is how I started learning about this industry. I knew I was interested in it, but not 100-percent sure. I put my name and a couple pictures that I had a local photographer take. Then a photographer e-mailed me. He asked if I wanted to come to California and do a photo shoot, and I did. My grandparents lived there, so I had a place to stay. I went and shot with him at Newport Beach. The other model and the guy were there, and that was the only way I was going to do it. The next thing I knew, we got a cover out of it. Some of the other pictures came about from other photographers that obviously saw the magazine cover and from there I continued getting more fitness modeling jobs through exposure both in magazines and competing. And staying in shape year round also helps a great deal.

Where do you see your future going in figure? Do you think you are going to stick with it?

My goal when I started this thing was to make it to the Olympia, and I definitely know that I can. The only thing holding me back is just my attitude and my pride. I love to compete, but it is almost as if they are not even giving me a chance to compete. I am really teetering right now as far as this coming year, and without a doubt, whether I compete or not—I'm leaning towards competing—it will be my last year.

I think that there are bigger things for me, like maybe having a baby eventually. So probably this will be it. I've gotten more out of it than I could have ever imagined, both good and bad,

but nonetheless it's been a learning experience. I've gotten a lot of fitness modeling jobs out of it. That is where I really want to gear my focus towards a little bit more. I'm not going to go on a rampage in trying to get jobs, but focus on it a little bit more. I don't need to compete and stand on stage to validate, physically, what I look like.

How lucrative is competing in the Olympia?

Not at all. This is a very expensive sport. There are very, very few people that make a living at it, let alone a good living. I would say that the number one girl is very active in promoting herself as a fitness icon. Her name is Monica Brant. She probably makes less than a \$100,000 a year, and she works her butt off. Winning the Olympia, I want to say, is not even a \$20,000 purse. What goes into the cost of training, traveling, and suits is so much more. Our suits can be upwards of \$1,000 to \$2,000. They are heavily jeweled and beautiful.



*A photograph of Ali McKnight
from a Fitness Magazine shoot.*

It is not something to get in if you are thinking about making a living out of it.

I'm glad you brought up the suits. Where do you get those from?

They are custom made, usually. There are a couple couture designers. There are about two or three of them that know what the judges like. They know what the body is going to look like from now until the show, and they cut the suit accordingly. They are handmade and extremely expensive. Judges don't necessarily have a preference, but typically the more expensive suits get higher placings.

Do you have to get a new one every season?

In an ideal world in this industry it would be nice to have a new one for each show, but realistically that is not in the budget. I wore the same one every show the year I got my pro card. The judges didn't seem to mind. They know it is expensive.

Do you have to do any gluing to get them to stay where they are?

Yes. It's called Bikini Bite, and it's a roll-on glue. You are heavily spray tanned and you have on tons of make-up. I feel like I'm going to melt or something. I can't wait to get in the shower and wipe it all off: glue, tanner, make-up, everything. I have this big hair piece that I wear once in a while. My nails, too—it's all fake.

What are the few days before a competition like?

If I compete on a Saturday, the Wednesday before I put my first layer of tan on to give it a chance to soak in. A lot of girls tan every other day in the tanning bed. I just won't do that, because I don't want to be all leathery. So I just paint it on. As far as food goes, I am portioning food. I start to hyper hydrate, which is drinking about twice as much water as you need. Then you cut it off all of a sudden, and your body will kind of drop a lot of

water. There's nothing really diuretic wise, because it is too intense. As far as training goes, it is just very light training. Wherever you are travelling to, you get there, eat your soggy asparagus and your cold this or that, put a couple more layers of tan on, and head out. I can do it now, but the make-up part was hard for me at first. Overall, I learned a lot of really neat things with the whole sport.

Tell me about AliFitness.

I started AliFitness in the summer of 2005, wanting my emphasis to be more on girls and women, because sports gave me so much in my life; I wanted to give back and share some of what I learned. When I was ten years old I can really remember being exceptional in something compared to the other kids (that was being a fast runner!), and that was a neat feeling because I wasn't a good student. I would have anxiety when the teacher would ask me a question, and it would be embarrassing for me to not know the answer. When sports came about, I went with it because it felt right. Sports has been like a best friend, at least since I was ten and then throughout my entire life. Sports really have given me my identity. There was a while that I struggled with it, thinking, "I am more than just the athlete," but now I want to be proud of that because it is who I am. It has really shaped everything that I have done, people I have met, and every experience of my life—in essence, who "Ali" is.

I started AliFitness and started training girls and women. I lucked out and started training some younger girls which I really like a lot because that is when they are impressionable. I always talk openly with them, very non-threatening, because I have been there. I say "You can always talk to me and ask me any question." I feel like the girls can identify with it more. I tell them it is OK to be a good athlete and be proud of it. It's been really fulfilling for me in that regard.

I've had some girls come and go, and some stay with me. There is a girl that I used to train who had a checkered past, and she would do anything for me. She kind of became my little assistant, and I trained her free of charge. She graduated from

high school, and she wanted more than anything to be like me. Her main goal was to become an IFBB figure pro. I told her, "I will not train you unless you go to school." She has decided not to go to school, so I did not continue to train her. That is one thing I feel a little bit guilty about, but I really think it is so important that we go to school. This is a very unrewarding industry. It will use you for what it needs you for, and then will be done with you. I'm trying to emphasize this by following through on what I told her. It's hard, because she is a little bit resentful towards me.

Overall, it is a very positive environment. I train mostly women. I train some guys, too, but most guys are not too sure about training with me. They don't know if it's going to be hard, or if they are going to look like wimps. For older women, who have never been anything as far as an athlete, it is great for them to start seeing results. It really does empower you to feel like you are getting stronger physically. They are proud of themselves, they have more confidence, and they talk about their husbands saying positive things to encourage them more. I love that. More than just for the sexy, hot thing, it is for the inner person. When she goes to work she is more confident. Women aren't used to being recognized for their athleticism and strength, so that is what I am trying to achieve.

Do you have your own gym? Do you work out of another gym?

I work as an independent contractor at a private gym.

In terms of your employment history, have you had jobs outside of being involved in athletics or pursuing that?

After college I was a substitute teacher. The Reno Orthopedic Clinic sponsored me, and was pretty much my job. My job consisted of an hour or two a day, five to seven hours a week. I was helping my orthopedic surgeon work on a research project.

I was also a pharmaceutical rep after I finished competing in track. The pharmaceutical thing

was very ungratifying for me. I didn't feel like I contributed anything, even though I did my job it lacked personal gratification, so I started my business. I enjoy what I do, and I really enjoy my life now.

When were you inducted into the Athletics Hall of Fame?

In 2006. You are eligible ten years after you graduate. I really thought I was going to get it at exactly ten years, and I was really excited for it. Not a lot had happened athletically in a sport that I respected—track—and it was the resurrection of my career in a way. I remember in 2004, seeing the newspaper come out, showing who was inducted into the hall of fame—my coach, Enoch, was there. I thought, "Cool, next year I am going to be eligible, and I'm going to get it for sure. How could I not?"

The next year I remember I was at work at the gym, and I saw this guy reading the paper. It listed four names inducted into the Pack's Hall, but not me. I left everything in the gym and I got my keys and went out to my car and just started crying. I was very saddened, upset, and disappointed that my name wasn't on that list at ten years out. I was thinking, "I don't understand how I could not be recognized." That was really important for me. I called my dad and I cried.

The next year came around, and I was pretty confident, but I didn't put as much thought into it. I went to my mailbox one day and saw the letter from the University of Nevada Athletics. I was like, "Wow!" and I knew what it was. It was really neat—the whole experience from beginning to end, and who I was inducted with.

I asked Coach Ault do my introduction, and he kind of told me why I didn't get inducted the year before. At least, he says that because I am the university's most decorated female athlete and they wanted to save me for the greatest induction class ever.

They wanted to wait for a special induction class, and that would have been the next year. There was Brock Marion, the two time Super Bowl champion with the Dallas Cowboys. There

was Chris Singleton, he played for the Chicago White Sox, and then John Ramatici, who had Lou Gehrig's disease. It really became an emotional time in my life. With the Hall of Fame, it felt like a family thing with us four in the induction class. John died in February 2007. It really was a special time in my life, and I'm very grateful for my hall of fame induction and that I had the chance to meet him; the timing couldn't have been better. Having waited a year, it was even better than ever!

How many women are in the hall of fame?

I don't think that many—maybe five to ten. My goal is to become a little bit more involved with women's athletics at UNR. I don't want to man a campaign, but I do think it is important

to be involved post-collegiately. It does a lot for you, and I want to be a part of helping to promote that somehow, whether it is with Pack PAWS or something else. I am teaching some classes up at Lombardi this next semester, and I am slowly integrating myself back into the system a little bit.

What classes are you teaching?

General fitness and sports conditioning, along with another one that I call Heighten and Tighten.

Going into personal training and fitness, how lucrative is that?

I think the personal training industry can be very lucrative, if you are willing to work hours that



John Ramatici, Chris Singleton, Ali McKnight and Brock Marion at the dinner reception for the 2006 UNR Hall of Fame induction.

aren't real attractive. You have got to train when people can train, and that means you are working when they are not. And I always say that I don't train doctors' wives, because the mind set is so different for a girl or woman that doesn't have to work. This is generalizing a lot, but I just like the girls that work hard for their money. They know how to dig a little deeper, and it shows in their training sessions. I would rather make less money and enjoy what I am doing, and be able to express myself as an athlete, versus some high-priced trainer that listens to people's stories all day long and dreads going to work the next day.

Have you ever considered doing coaching or anything like that?

Yes, I have. People would expect that from an athlete, someone who has succeeded. The coaching bug has not bit me. I love training high-school girls one-on-one or two-on-one. It is a different environment because they are there because they want to be there. I'm not sure exactly what it is about coaching, but I don't feel as if I can be a good coach right now. Maybe I will later. I like the personal training part because people are there because they want to be. They want to succeed, and they listen.

What do you see as your long-term career aspirations?

I would like to maintain AliFitness, and perhaps focus more on younger females. I want to do a camp during the summer and call it Run Like A Girl Camp, encouraging girls to be proud to be a girl. I want to create opportunities once in a while with seminars or workshops. I want to mainly focus on women, because guys have more than enough opportunities. I think it would be a tragedy for me not to contribute things that I have learned and try to create opportunities for other girls.

I would like to write a book for a young girl audience, and I've got someone helping me with that. Just stay involved in that regard and continue volunteering at the SPCA.

I foster mother cats and their kittens until they are ready to be fixed and adopted out. It's really hard, because I've had two litters, and I kept both moms. But they are the sweetest things, and I really love animals.

As a college athlete and also now being in an industry where steroid use is probably fairly common, what is your take on the Marion Jones situation?

Honestly, it's never been something I've done or considered. The industry that I'm in now, figure, is just as dirty, if not dirtier, than track and field at the elite level. I can't say for certain, but I think there is a very large percentage of people—distance runners to shot-putters and everything in between—that use some sort of performance-enhancing drug. You have to, to compete at that level.

These people are sponsored by Reebok, Nike, or Adidas, so it's almost as if they have to do it. They are expected to be as good as they were to keep their sponsorship. A lot of times that is how they make their living. But here at Nevada, because my coach never alluded to it in any way, we never really even talked about it. It was something that was not a possibility, so it was never in our discussion. When you are successful and fast and getting recognition, faster would be better. I really thank those people that looked out for me and never allowed me to be exposed to that. There were schools where it was evidently used and widely accepted.

With track and field being my passion and figure not being my passion, it would be a waste of money, my body, and my integrity to even dabble in it now. With Marion Jones, I don't know her situation but I know that the taste of success is something that is indescribable to somebody who hasn't really achieved something so big. It's euphoric. Not to defend her in any way, because I am actually pretty angry with her situation, I understand why she chose to do it though. What bothers me is that she supposedly admitted to using a foreign substance, but she still can't admit that she knew she was using steroids. In a way, I

would almost wear it as a badge of honor saying, "This is all I knew." She came from a not-so-great background, and this is all she knew. I just don't see why she can't come out and say that, because I think people would be understanding. For the most part, human beings are very forgiving. She could turn it around into something, and I would have a lot more respect for her

Then you have people saying how awful of her to do this when they were probably doing it, too. Unfortunately, being a pro athlete in track, every four years at the Olympics is all that you get recognition for. It is not like an NFL player where you are making a million dollars a year. You have to put all your eggs into one basket for that one year and I can see why they do it.

Have you seen the negative effects of steroid use?

Not so much. With Flo Jo I have my suspicions, since she died of a heart seizure. I see some stuff physically and I have heard stuff. Girls tell me they have irreversible physical changes that have happened to their bodies.

So your experience at UNR, at least with track and hopefully campus wide, was that it wasn't an issue?

No. I never came across it, ever, in any way. I never heard of other athletes using it, including football. It was never something that if I decided one day I was going to go do it I would know where to go.

Outside of the physical aspect of being a life long athlete, in terms of your character, what benefits have you gotten from it?

Definitely my self confidence. It was kind of funny because when I go from pharmaceutical rep in my suit to my training gear, I feel like I morph into a different person. It just gives you the knowledge that you can achieve things. If you set yourself a goal you know you can achieve it. It might hurt a little bit on the way to get there, but it will happen. I learned persistence and the unwillingness to give up. There were workouts

that we would do that would just bury us, but we would come out stronger. A little bit of hard work adds to the end product. That sacrifice is worth so much. The whole instant gratification thing isn't going to happen with this sport, and I think anything worth anything is worth investing in.

The negatives are that it is hard to leave and go into a life without a coach when you have had a lifetime with a coach. That is something I have struggled with for a few years now. It is the structure of you showing up with your toolbox, having the best tools in your box, and the coach says what to do with each one of them. I've got my toolbox still, but really no coach to show me which way.

Going back to your time as an athlete at UNR, what do you think the condition, overall, of women's sports was at the time?

Fair to good. When I got here, it was poor, but it was fair leading to the side of good when I left. There are things that I wished could have happened when I was here like more posters to promote local meets and things of that nature. For the most part it was good; I don't remember anything that was hard for me to accept. In terms of equipment we were pretty much set, and had a nice facility.

For the future of women's athletics at UNR, do you see anything that you hope will happen, or you feel needs to happen?

Going back to the tier system with scholarships, that should be addressed. I don't know if the stipend situation has been brought up to being equal, but I remember that that really ate at me. I think that for the most part they are heading in a good direction. I see things on TV, media, radio, magazines. I don't know that there is anything they could do that would really help catapult it to the next level. I don't know that there is a program that is equal to the guys, but I think that they're heading in a really good direction. I think staying involved with alumni athletes is definitely a very good thing. It's important to

maintain contact, find out what people are doing, to emphasize the importance of graduating, and where it can take you if you do and where you may end up if you don't. There are a lot of girls that didn't finish school, and I don't really know what they are doing. Maybe they are doing something good. Hopefully they are.

Do you think there will ever be a time when the track will be renovated or built, so that you could actually have a home track meet at UNR?

I don't really know. On one hand, it's cold so long through the spring, so to revamp the track, elevate the curbs They are never going to take out one of the zonies, so I would say no. If they are planning on having it at Manogue, I just don't think that this is a great place to host a track meet. In all honesty, it is just too cold. We are looking at a conference meet in the middle of May. Through April it is chilly here. I don't know that it would really be worth it or if it would carry that much importance to revamp it to be competeable.

CURT KRAFT

Curt Kraft: I was born in Minot, North Dakota, born and raised on a farm. I'm married, with two children, and my wife is an elementary school teacher who teaches first grade. My daughters' names are Alicia and Kayla. Alicia is twenty-one and attends the University of Nevada, and Kayla is nineteen and attends one of the local junior colleges here in Greenville, North Carolina.

Allison Tracy: Growing up, what sort of activities do you remember being involved in?

We didn't have a whole lot of time to do much of anything on the farm. I was born and raised on a farm, and I'm very proud of that. I wouldn't be who I am today had I not learned what I learned growing up in rural North Dakota. For us, we worked a lot, but we did look forward to Saturdays and Sundays and to getting together with cousins. We would play all kinds of games that kids our age played at that time. We tried to stay busy with cousins, but most of the time, believe it or not, as kids we were working in the fields.

What sort of farm or ranch was it? What were you growing out there?

My mother and father are both alive, God bless them. My father is going to be 78, and my mother is going to be, I think, 73. We put up a lot of hay. It was basically a half and half thing—we raised cattle, put up hay, and planted wheat, oats, flax, and some of those grains.

When did you first get involved in sports?

I didn't go to a very big high school. In fact, my class size was very tiny. I think I graduated with fourteen kids in 1980, and the whole school had 150 or maybe 175 kids. We got involved at an early age with sports. In seventh and eighth grade I remember junior high basketball, and we did junior high track. Our high school was not as fortunate as some other schools—we didn't have football.

My sport in the fall was cross-country, in the winter was basketball, and the sport that I excelled the most in was track in the spring. All of my freshman through senior high school days were spent doing three varsity sports season after season. That kept us very busy, and it was actually a break and a relief to get out of farm work to do our sport. We couldn't wait to do our sport and take a break from the grueling farming.



Curt Kraft

Besides cross-country, basketball, and track, what other sports were available for the boys at the time?

At the time, back in the late 1970s and early 1980s, the boys' sports were cross-country, track, and basketball. The girls' sports were basketball, cross-country, and track. That's amazing. I think back at that time, like I said, we didn't have football, nor did we have swimming, soccer, volleyball, golf, or tennis. You know what? I think that was it. I think those were the three sports. Girls played basketball and ran cross-country and track, and the boys did the same thing.

Do you remember what sort of support the girls sports got in high school or how they were viewed?

I graduated from high school in 1980—I'm forty-six—and I'll never forget when we did put

girls' basketball in. You would have thought we had just put the first man on the moon. It was revolutionary. It was interesting. It was different. I want to say 1975 or 1976 is when we first got girls' basketball at my high school. It was kind of a shock, to be honest, because I think at that time people didn't think girls could play, and here now we're starting girls' basketball. So, absolutely, it was just different. It was hard to get used to. It was good, but it was like, girls basketball—who would have thunk it?

But once it had gotten started, was it successful? Did people seem happy that it was there?

Absolutely. One of the things that I do remember is that there was that competitive spirit. Girls were saying, "Hey, we can do this, too," and there was that friendly argument between the girls and the boys.

When I think back, I'm sure that the guys—in a nice, loving manner—gave the girls a hard time about the fact that they couldn't play the game, asking, "Why are you playing this?" It was just different, but very supportive. Guys were attending girls' games, and girls were always, of course, attending guys' games. As the thing got rolling the support was there, and it just kept on generating more and more momentum, and look where we are today.

Where did you attend college?

I went to a small liberal arts NIA school in Minot, North Dakota—Minot State University, a teachers' college. I enrolled in the fall of 1980 and graduated in May of 1984. I did track and basketball at that university. I had a great experience. I wouldn't be where I'm at today had I not done that.

Were you being recruited out of high school to play sports?

I was recruited. A guy by the name of Wiley Wilson was the track coach back at that time, and he retired about five or six years ago. At the

time I was recruited by a number of different colleges, but there was a reason why I stayed close. It was just thirty miles down the road, about the distance between Reno and Carson City. I was born and raised in a small German town by the name of Karlsruhe, North Dakota, and the two main reasons I stayed close were my girlfriend, who is my wife today. She was my high school sweetheart, and we dated all the way through college. The other reason was I wanted to stay close to home and have my family and my mother and father watch me compete. That was very, very important to me at the time. Also, I worked on the farm again, and I spent the summers helping my father.

Do you remember receiving any scholarships or financial assistance?

Yes, I did. I was on a track scholarship all four years, and I also won a partial basketball scholarship.

Combining the track and basketball, how much did that cover?

This is one thing I don't think I'll ever forget, and I think I've got it pretty close, although maybe not exact. I was on a scholarship of \$189 in the spring, \$189 in the winter—we were on the quarter system—and then I think I was on \$89 in the fall. That \$89 I think was for basketball, and the other \$100 was from track.

Did that go a long way towards paying for college?

Good Lord, nurse, that was twenty-eight years ago. [laughter] At the time I think it did cover a pretty good chunk of the fees or of the tuition. I do remember I had some grants. I had the BEOG and the SEOG, which was the Basic Educational Opportunity Grant and the Supplemental Educational Opportunity Grant. I had gotten free government money along with the small scholarship. My mother and father did not take any loans out because I did not have any school loans to repay. It must have covered everything.

It makes me wonder what the heck the dorm and food cost at that time.

That's funny, because \$189 would barely cover a credit today.

Absolutely, let alone a book.

Do you remember if there was anything happening with women's athletics there at the time when you were in college?

Yes, but that was a little different. The college scene was a little bit more progressive than the high-school scene. At the college scene you had women's basketball, women's track and field, and women's volleyball. I'm not sure if they had women's softball or tennis, but they maybe had women's golf. That might have been the extent. At Minot State we didn't have swimming, field hockey, lacrosse, or any of that good stuff.

Do you remember what sort of support was available for women's athletics there at the time?

It was viewed at that time—and I hate to use this word—but probably as an afterthought. Gymnastics—that was the other big one. They had women's gymnastics. They probably weren't being supported like they should have been. Obviously they were supported but not to the extent of what they are today or what they should have been.

How well supported were the men's programs there?

I would think decently, not too bad. There was men's football, men's basketball, men's baseball, men's track, and men's wrestling. I would think that the men were probably pretty well taken care of.

What did you end up studying while you were there?

I majored in education; I was a teacher. I graduated in 1984 with a bachelor of science degree. I had a major in physical education with

a double minor in history and driver's education. So, a typical coach.

How did UNR come on the horizon for you?

When I graduated in 1984 from college I was a high school teacher for five years. I went to a place called Carrington, North Dakota, which was a small class-B school, and I was the head track coach there from 1984 to 1989. I taught geography, U.S. history, world history, and driver's education, and I coached junior high basketball.

After spending five years as a teacher I decided that I wanted to move on with my life. I wanted to further my education, and I ended up going to the University of Nebraska, Lincoln in the fall of 1989. I spent a year and a half there and got my master's degree and I left in January of 1991. That is when I showed up at the doorstep at the University of Nevada, Reno.

The coach at UNR was a guy by the name of Roger Bowen; he was the head coach there at the time. He hired me as an assistant for the men's and women's track program. How he had heard of me was, as we all know, the networking system. He was good friends with the Nebraska coaches. With the connection that he had with them, that's all he needed to know. He trusted them and then hired me.

What was it about Nevada's offer that made it desirable?

One of my goals was always to be a college coach. That was my dream, my passion, and my vision. That's why I left teaching in 1989 to go to Lincoln, Nebraska, to get my master's degree in education. I knew that I wanted to coach at the Division I level. So when Roger Bowen came calling, the salary was incredibly low at the time, and I was married and I had two young children. At that time they must have been two and four or one and three. I wanted to coach at the collegiate level, there was an opportunity to get my foot in the door, and I didn't want to turn it down, because you never know.

When did you become head coach for the program?

I was the assistant coach for the 1991 through 1994 seasons. We had men's and women's at the time. They dropped the men's program in 1994 at the end of the season. When they dropped the men's program, Coach Chris Ault was the athletic director at the time, and he hired me as the women's coach in June of 1994. Roger Bowen had retired and moved on. He's in Ohio now.

You mentioned that Chris Ault was the A.D. (Athletic Director) through all of this. What was he doing specifically to support women's athletics?

I can tell you that in 1994 when I became the women's coach we were still sort of hung over, for lack of a better term, from dropping the men's program. That was kind of a tumultuous time, if you will. Any time something like that happens, it's not a fun time. It wasn't a fun time for Chris Ault; it wasn't a fun time for me as a new incoming coach. He felt the wrath, and I felt the wrath. There was a lot of stuff going on at that time.

There are reasons for everything. At that time when they dropped the men's program it had to do with what we're talking about right now, although I didn't understand all the ins and outs of it. But at the time it was a slow, steady progression. When they dropped the men's program I think the goal was to make sure they supported women's programs with the money that was possibly saved by not having a men's program. I think that was in the mix along with about 150 other things that both you and I don't know about. They supported women's athletics. At the time, did it grow, did it keep growing? Yes.

How successful had the men's track program been up to the point when it was cut?

Now we can talk until the sun goes down. They had made the decision to drop the men's program in June of 1994. We had just won the Big West Conference championship in 1993, a short year before that, and then here this decision is made to drop the program. It didn't make sense, and there were a lot of questions. However, there are a lot of things that happen in life today that don't make sense, and decisions have to be made.

Did you have any advance notice that the team was going to get cut?

We had heard rumors, and you know what rumors are—sometimes they are just rumors. You don't know if rumors actually come true until they actually do. In early 1994, January or February, we had heard little rumblings of the fact that that may happen. There were little leaks that maybe had gone out to the media that they thought maybe this was going to happen.

When you hear a rumor you think, "Well that's not true. That can't be. That's not going to happen." Well, it happened. It was amazing when that went down.

What had started happening was they basically told us to stop recruiting the men. Well, then we knew it was true. And then, of course, kids transfer, have to find schools, and are upset. In the athletic world today they drop men's track programs, wrestling programs, gymnastics programs, soccer programs.

The men who were on the team that weren't graduating that year, was there any sort of buffer in the scholarships for them?

Absolutely. When something like that happens there are a lot of options. The NCAA works with the institution, and the institution works with the NCAA, and for a lack of a better word, there is a lot of flexibility, a lot of compromising, a lot of understanding, a lot of emotion—a lot of just about every word that you can possibly think of that goes along with that.

So when that happened, if a kid wanted to stay at the University of Nevada, Reno and finish out their education, whatever that kid was on in terms of a scholarship they could continue to do that. Another option was that they could transfer and the school released them. I guess those are two of the biggest options: either stay and finish your school without competing or move on. The school releases you, and we, as coaches, help you move on.

That's amazing you bring that up, because kids had gone on. One kid went on to LSU

(Louisiana State University), another kid went on to Arkansas, and another kid had gone on to Arizona State. Kids that I had recruited had very successful track careers. In fact, the one kid that went to Arkansas was probably the most notable, a kid by the name of Brandon Rock. He ended up running in the 1996 Olympics in Atlanta. We actually had a kid—he's from Las Vegas, from Eldorado High School—that had gone on to the Olympic Games.

Over the time that you were coaching, do you remember working with any senior woman administrator or the women's A.D.?

Angie Taylor was the senior woman administrator, and we officed in the Old Gym. Angie was wonderful. She really worked hard. She was a local and graduated from Hug High School, was a good basketball player from what I understand during the days at Hug, and then came to UNR. She graduated from UNR, got her undergraduate degree there, played at University of Nevada, and then Chris Ault hired her. I forget where she started, but she ended up as the senior woman administrator in charge of women's athletics.

One thing about Angie is that she was passionate about what she was trying to do. She was there at a time in the early to mid-1990s when things were still trying to get rolling with women's athletics, and at a time when women's athletics weren't getting the respect that they needed. She was out trying to fundraise, and starting and organizing groups. She was trying to do the best job that she could possibly do to represent women, and she did a wonderful job of it.

What were considered to be the major women's sports when you first started at UNR?

Women's basketball would have been considered the major sport. Probably women's volleyball would have been considered a major sport.

Over your time there did you see a push towards making the women's teams winning programs?

There is a pecking order, and I think there will always be a pecking order when it comes to major sports and minor sports, or major sports and non-revenue sports, or if you want to classify them as major sports and Olympic sports. In this day and age we're considered non-revenue/Olympic sports—softball, tennis, swimming, golf, soccer.

When I became the head coach I had one goal in my mind, and that was to win championships. That was my goal, and we did that. We did everything that we could possibly do to recruit local kids, Nevada kids, Oregon kids, surrounding-state kids, and we took a lot of pride in what we did. When I say "we," I mean me and my coaching staff. We wanted to make some noise, to be recognized, and to set the bar, if you will. As a coach that's what you try to do. That's the motivation. You want it to be the best sport on campus, and no disrespect to the other sports, but you wanted to work so hard that somebody recognized you. That's what we tried to do.

Do you remember what conference the women were in when you first started at UNR?

When I was there as an assistant and as a head coach, I was affiliated with the Big Sky Conference, the Big West Conference, and then the Western Athletic Conference. So I was involved with three different conferences, but the two dominant conferences were the WAC and the Big West. In 1994 we were in the Big West, and then we moved into the WAC in the fall of 2000. I'll never forget that, because we were the first team to win a Big West championship as we left that conference, and we were also the first team to win a WAC championship.

Was the team doing really well in both conferences?

Absolutely. We never finished worse than fourth place in the conference, and we did that one time. Otherwise, it was always third or higher at the outdoor championships. We didn't have an indoor championship in the Big West. We had what was called this Mountain Pacific Sports Federation Conference (Mountain West

Conference). It was a great deal, but it really wasn't a true conference. When we went to the WAC we had a true indoor championship. I'll never forget that we were second in 2001, and we were second in 2002, we win it in 2003, and we win it in 2004. So we were never worse than second indoors, and then outdoors we were never worse than third.

What effect did the conference changes have on women's athletics?

Any time you change conferences it makes it very difficult on everybody involved, because you start recruiting a certain way. You start getting into a rhythm, and you start learning the league. You start learning what it takes to win, what it takes to place, and you are starting to get the feel of what kind of athlete you need. When you change leagues, everything changes: the competition and



Curt Kraft posing with WAC trophies.

the quality of kid that you need. In this case it kept getting tougher. The Big Sky wasn't as tough as the Big West, and then the Big West, obviously, wasn't as tough as the WAC, so every time we graduated kids, it changed things.

Everybody thinks bigger is better, and everybody thinks that moving up is better. Well, I guess "better" is a relative term. No disrespect to the Big Sky or the Big West—those are two beautiful conferences, and they are still great conferences. Those conferences are very stable, old leagues. To this day you've got some of the same original schools still there. Leagues like the WAC, Conference USA and MAC are constantly changing; everybody is chasing that football thing. As we change leagues it changes everything. All the way from the stationary to business cards, it just isn't good when you change leagues.

I spoke with some coaches who said that the shift from the Big Sky to the Big West was important because there needed to be a lot of improvements, especially to the women's program, before the Big West would even consider taking the University of Nevada. Was that your experience?

When that happened, in my eyes nothing really changed when we went from the Big Sky to the Big West because Lawlor was there. Mackay Stadium was still there, although we increased the seating capacity of it. The track was what it was, and Lombardi pool was what it was, and the tennis courts were what they were. When we switched conferences it wasn't like this total makeover. I'm not sure how that can happen—it takes money—although I'm sure there were things that did improve, and maybe they weren't as visual as one would have liked. What I mean by that is no, we didn't get a new 50,000-seat stadium for football and a new basketball arena and a brand new 3,000-seat track arena and a brand new swimming pool. When you switch leagues like that I'm not sure exactly what leagues are looking for—why one doesn't take one over another.

I remember when Chris Ault was the athletic director he always used to tell us as coaches that we had to prepare ourselves and we had to be

ready when the time came, which meant, "Get your teams as competitive as you can be. Try to win championships. Try to do everything you can so that when the calling comes and somebody comes knocking on the door, metaphorically speaking, the meal is ready. We've set the table. Come in and eat." There is more that is out of our control than that is in our control. He would always preach, in a positive way, "Let's just be ready for this when it comes."

It goes without saying that football has always been historically and traditionally a very stable sport. Men's basketball was a sport that had gone through different times. Women's track did very well at doing what we were supposed to be doing. If you look sport by sport, who did what they were supposed to be doing? Who was competitive, and who was winning, so that when the Big West came calling we were ready to go? It was just like when the WAC came calling.

You hear that Mountain West Conference thing with people saying, "We need to get out of the WAC, and we need to get into the Mountain West."

Then you hear people grumbling, and you hear people talking and debating at coffee shops and around water coolers, "Well, the Mountain West doesn't want us. We have to be better at this, and we have to be better at that before they are going to take us."

It's always about what do you have to offer? What can you bring to the table? That's really what it comes down to.

Did the number of women's sports that were available change, or were sports added over the time that you were at UNR?

Yes, they did. We didn't have women's golf. If I remember correctly, that was added. I know for a God-given fact that we didn't have women's softball, and that got added. We didn't have women's soccer. We had women's swimming, women's volleyball, women's basketball, and women's tennis. From that standpoint three sports came—bang, bang, bang. Golf, softball, and soccer—it might have been in that order.

Was it an exciting time to be at UNR as all these sports were being added and as the program was improving?

Absolutely, no question. When we were adding those sports at that time, again, you always have people questioning, "Why are we doing this? Why are we adding another sport when we could be taking care of the sports that we already have? Why are we adding another sport when the sports that we have aren't taken care of the way that they should be taken care of?" Coaches that were in place with programs that were in existence didn't question it. I'm talking about fans, the public, and boosters that are partial toward one sport and support one sport.

Let's use baseball for example. I'm sure the baseball people were saying, "Why are we adding women's golf when they should be taking that money and putting it into Coach Powers' program?" There was a lot of that. Not everybody knows the ins and outs, where money comes from, and how things work.

I was a part of hiring the new soccer coach. When those sports were coming in there was a sense of pride, with people saying, "Hey, we're a good university. We're big time. We're Division I, and we have these sports."

How has the status of coaching a women's team changed over the years?

In my opinion, today women in whatever sport we're talking about—basketball, tennis, golf, track—I don't think they know any different. If you were to ask a lady trackster, a lady softball player, or a lady tennis player, they wouldn't know any different. They would think that women's basketball has been around for 120 years.

If you were to ask a track lady in 2008 sitting here today, they would think track has been around since the beginning of mankind. They don't know. My point is that they look at themselves as equals. They look at themselves just as important as the men's sports. They look at themselves as being supported and recognized.

This gender equity thing has come so far that they're not looked upon any differently, I don't think. Our lady track people get treated no differently than our men track people in terms of money, support, scholarship. The women basketball players on campus get treated no differently than the male basketball players. From a money standpoint I think they get treated pretty doggone good.

After the men's program was cut in 1994 and you took over the women's program, was it difficult for you to take over that program, in light of what had just happened?

More than people even realize. To this day in 2008 there are still people that haven't gotten over that. They need to let it go and move on. There are more important things in the world going on. But there are specific people I know that are still bitter over that, and here we are sixteen years later.

Now you have to remember that men's track at UNR was one of the original sports. When I say original, I mean Nevada was founded in 1874 or something like that, and track and field might have started in 1902—I'm just throwing a number out—or 1910. It had been there just as long as football, so the tradition had been there.

I was trying to answer questions, and I didn't know what the heck I was really answering. I was trying to smooth things over, and I did a good job of it. I was there to support Chris Ault, the athletic director, and I was there to support the senior woman administrator. I was put in a position where the public would ask questions about why and how come this happened. There were things I could answer, and there were things I couldn't answer, but to be politically correct you had to support the administration. You had to support the president, who was President Crowley at the time. You just had to support and believe that they made decisions for the right reasons and move on. So there was a lot of trying to sell that what they did was for the right reasons.

What was the state of the women's track program when you took over as head coach?

Women's track I don't think came to the university until 1988 or 1989. When I got there in 1991 it was at its infant stages, about as infant as a baby could be. It was not even off the ground; it couldn't even crawl. We came a long ways. At that point there wasn't a whole lot of numbers. There wasn't a whole lot of tradition or depth; there wasn't much of anything.

Do you remember initially how many scholarships you had to work with?

A fully funded program is eighteen by NCAA standards. I'm guessing that at that time we might have had thirteen or fourteen.

Did that ever change?

Absolutely, yes. I don't remember exactly when it did, but yes, and to this day they are fully funded.

Based on the scholarships that you had, were you ever limited in how many out-of-state scholarships you could offer versus in-state?

Yes. You can't quote me exactly, but we did have that scenario. We could do so many of this and so many of that. It eventually got to the point where it was eighteen scholarships. Whether it was in-state or out-of-state, it didn't matter. We were fully funded, I think, by the late 1990s, and then definitely 2000 through when I left in 2004.

Early on when you were working with fewer scholarships, could you break them up at all?

Yes, that's called an equivalency sport. You have what's called head-count sports and you have what's called equivalency sports. Your head-count sports at the Division I level include three women and two men. The three women's sports are women's basketball, women's volleyball, and women's tennis, and the two males sports are football and men's basketball. All the other sports are equivalency sports. You can chop them up and piecemeal them. One person can get meals, the

next person can get meals and books, somebody can get meals, books, and room, and somebody can just get a room. Those are called equivalency sports.

With equivalency sports, as long as an athlete is getting some assistance or some money, do they count as a scholarship athlete?

Yes.

How did having to work with your scholarships like that early on effect your recruiting?

One thing about universities and athletic directors is that they like a lot of women—the more the merrier. Guess where you can put women? You can put them in women's track and field. The reason you can put a lot of numbers there is because there's a lot of space. There is a lot of area to put a lot of people in.

In swimming you've only got so many lanes and the swimming pool is only so big. In basketball the bench is only so long and the gym is only so long and so wide; you can't have seventy kids in the gym. In golf you can't have seventy lady golfers out there.

You have to remember that we weren't one sport—we were three. We were cross-country, indoor, and outdoor track.

Let's say you have the same athlete who does all three sports. Would that count as three athletes, or would that count as one athlete?

The cross-country lady does cross-country, the cross-country lady does indoor track, the cross-country lady does outdoor track. That lady counts as three scholarship recipients although it's one body.

And she is probably not getting scholarships from all three programs?

Absolutely. If you ran cross-country in the fall, and you ran indoor track in the winter, and you ran outdoor track in the spring, you are one body,

but you are counted as three people. The person that is just indoor and outdoor track counted as two people. So let's say we had 100 people on the team. Those 100 people would count as indoor and outdoor. Let's say we had 15 cross-country runners. Now you would have 115, because those 15 ladies would count as cross-country, indoor, and outdoor track, and the other 100 would be just for indoor and outdoor track. If you've got fifty on the roster, you really don't have fifty on the roster. You do, but you don't.

When you did recruiting did you get more local or regional kids or were you able to draw from a larger national pool?

One of my biggest goals and part of my philosophy was that you've got to take care of people in your own back yard first. So Nevada was my number one recruiting area. We wanted Nevada kids first, and then we would go to the contiguous states—the states that bordered Nevada. We did a lot of recruiting in the state of Oregon. We did recruiting in Arizona, Utah, Washington, and Idaho. Most of our kids though were Nevada and Oregon kids, in that order.

What is it about Oregon that creates runners?

I think the great tradition of the University of Oregon in track and field has had some of that spill over into the rest of the state. But one of the things that we really impressed on the Oregon kids was that Oregon was the only Division I school in the state that had track. Oregon State University didn't have it. I think they do now, but the U of O was the only Division I school in the state of Oregon that had track, and if you weren't good enough to compete at the U of O then you were like a second-class citizen. What we did is we took advantage of the fact that there were a lot of great kids in the state. We brought them down to Nevada because we were so close, and there were a lot of good athletes in the state.

What sort of budget was the women's program working with? Do you remember if it was adequate?

At the time there was no question that we struggled. Well, shoot, I'm not going to lie. I can remember when we first started out that we used to buy groceries—bread, meat, and cheese—and we'd make sandwiches on the bus at the track meet. Now that's not out of the ordinary for our sport, and that's not out of the ordinary for sports like swimming. Those sports that go all day long, so it's kind of standard operating procedure to do that, but we were doing it for a real reason. We were trying to save on meal money and trying to crunch the budget. Early on we struggled more than later. As we started winning and as we became more successful, then things got better.

Did you ever get to a point where you felt like you had a really comfortable budget, or were you still trying to make it stretch even as it improved?

No. As a coach you never feel like you have a comfortable budget.

Where would you practice?

Outdoors we practiced at Mackay Stadium. Indoors we had a facility at the Livestock Events Center, but that was only set up for a month or a month and a half. It was set up for a little bit in January and all of February. So it was outside most of the time.

The indoor facility was donated by Bill Cosby, right?

Correct.

Would they just set it up for that indoor track season?

Absolutely, just for half of January and for the month of February, for about five or six competitions.

What is the condition of that equipment now? Is it still being used?

No. The last year that it was used was 2006. In fact, it's funny you bring that up, because the

first time we put that track up was 1991. I'll never forget it for the rest of my life. I was a part of that. It was a just a tremendous amount of work. Roger Bowen was the guy that actually got that thing going. That track was bought from the New Orleans Superdome. Over the years it was wear and tear, just like anything. Tires wear out, and the track wore out.

Where would you have your meets?

All the time I was there our indoor meets were at the Livestock Events Center.

And for outdoor meets?

We couldn't host any outdoor meets there because the facility was not adequate. There were bleachers in the end zones. We didn't have a steeplechase barrier. I don't know if you are familiar with track, but there's an event called the steeplechase. You jump over a hurdle, and then you jump into this water pit, and then you run out of the water pit and you jump a couple more hurdles on the track—that's called the steeplechase. Well, we didn't have that. That would be like playing basketball with one rim or playing football with one goal. So we couldn't host any outdoor meets because of that, and also our field-event areas were inadequate. We could train there, but we couldn't compete. That's why even to this day, as we speak, you can't host a meet there.

Having a facility that you could practice at but obviously were sharing with other teams and that you couldn't have meets at, did that affected the competitiveness or how good the team was?

It's very interesting that you ask that question. I think what you are really asking is if it affected our recruiting? Did it affect us on who we could bring in, because we didn't have any outdoor meets? That would be like recruiting a basketball player to UNR and saying, "Come play football here, but we're never going to play a home football game. All of our twelve football games are going to be away."

I'm a very hard worker, and when you're passionate about something, you believe in something, and you have conviction, you aren't going to let anything stop you. In fact you might do something in spite of. Not that we should ever do anything in spite of, but in this case, we didn't let the facility hold us back. Never at any one time did we try to let the kids use that as an excuse, even though they would talk about it and they wanted to use it as an excuse. What do they say? What doesn't kill you makes you stronger. They knew it, and we knew it, but we would just say, "Listen, this is good enough to practice on. We've got a discus ring, we've got a high jump area, and a pole vault area. It's adequate to practice, so just shut up. I don't want to hear it. Let's just get it done."

So when my coaching staff and I would recruit kids to Nevada we would always sell ourselves, and to the parents we would try to sell the fact that we were going to take care of their kids. We sold them on the fact that we were going to provide for them and that their daughter was going to get an education. We sold them on all the positives, and we didn't allow them to bring up the negatives. When they did try to bring up the fact that we couldn't have a home outdoor track meet, then we would just divert their attention to us as people, and we would sell ourselves. One could argue that maybe we overachieved, but who knows? That's debatable.

Outside of the track, what other facilities did the women use?

The weight room obviously got a lot better, too, but at the time it wasn't much of a weight room. I can remember the training facility used to be a trailer. If I remember correctly we had a trailer or a mobile home. So, we used the weight room, the Old Gym, and the Lombardi pool.

Do you remember there being any competition or having to work out different schedules in terms of using the weight room or seeing the trainer?

That didn't seem to be an issue. The weight room was a shared weight room by both males and females, and the training room was shared

by males and females. The Old Gym, I think, was an issue with times between women's volleyball and women's basketball, and even sometimes men's basketball. If my memory serves me right, sometimes there was conflict in scheduling to share that facility, especially when there were concerts in Lawlor or something was happening in Lawlor.

How long is the track season, including cross-country, indoor track, and outdoor track?

We start training in September for indoor, outdoor, and cross-country. Cross-country season is September, October, and November. The track season is January through June, but the track kids are training in the fall during the months of September through December. So to answer your question, the cross-country, indoor, and outdoor track season goes from September to June.

How does the NCAA regulate cross-country, indoor, and outdoor track, knowing that it's the same athletes for at least two of the three seasons?

We do have the same sort of guidelines. If you are going to do all three, then you can practice from September all the way to June. If you are going to do just the two, indoor and outdoor track, then you've got a different regulation. If you are going to do just cross-country, then you've got a different regulation. If you are doing all three, you can do the whole kit and caboodle.

How many meets a season do you average?

You usually have about five indoor, and you have about seven to eight outdoor, so thirteen to fourteen meets total.

For both indoor and outdoor were a lot of them dual meets where you had multiple schools competing?

We would have invitationals where there could be as many as twenty-five to thirty teams and everything in between.

When you guys traveled to meets, how did you travel? What was your travel funding like?

We did a lot of vanning—fifteen passenger vans. We graduated to a bus finally, and then we would fly to our conference meet. In the Big West we would fly to LA if it was at Long Beach (California State University, Long Beach), Irvine (University of California, Irvine), or Fullerton (California State University, Fullerton). If it was at Utah State University we flew into Salt Lake City and drove up to Logan.

When you were creating your schedule for non-conference meets, did your budget affect how far away you would schedule something?

In our sport we don't have what is called a conference schedule. It's not like football, and it's not like basketball where they play home and away or you have to follow a schedule. In our sport you show up and it's an invitational. You didn't go to dual meets or tri meets. We tried to stay as local as local could be. We'd go to Cal (University of California, Berkeley), Stanford University, Sac State (California State University, Sacramento), Cal Poly (California Polytechnic State University, San Luis Obispo), Fresno (California State University, Fresno), and BYU (Brigham Young University).

Can you tell me how many staff members you had over the years and if that ever changed?

There were three full-time assistants: Kay Gooch, Burt Serrano, and Mary Shea. Then Coach Blaney was a volunteer. Coach Serrano was there with me the whole time. All three were full-time positions.

Over the years that you coached the women's program how well would you say that it did?

We were conference champions, and we had sent people to the nationals on numerous occasions, so I felt like we did about as good as anybody at that university. One could argue that

we probably did better than most, but I don't want to sound like I'm bragging. We did very well, and we were consistent. That's the word that probably needs to be emphasized—we were very consistent and very competitive year in and year out. We had a program, and the program was produced year after year, which goes to show you that it just wasn't a flash in the pan. It wasn't good one year and then bad three.

What sort of awards or recognition did you receive as a coach while at UNR?

There are three that I am probably the most proud of. I was WAC indoor coach of the year twice; I was Big West outdoor coach of the year, and probably even bigger than that, I was the Mountain Region coach of the year. There are about four regions in the United States, and I was one of the four.

Then, of course, back in the day, we used to have a coach of the year within our own department, and I got that twice, which was kind of neat. I'm not sure if our peers or fellow coaches voted on it or if it was the senior woman administrator and the A.D. that voted on it. Any time you are voted coach of the year by your peers within your conference is kind of a neat thing.

Who were some of the standout athletes that you worked with over your time at UNR?

The one that probably pops out right away is a gal by the name of Jenny Ashcroft. She was an all-American in 2002 in the pole vault. She was, without question, not only a great athlete but also a super person as well as a fantastic student. Jenny Ashcroft is from Oregon, and another girl from Oregon is a gal by the name of Erin Kelly from Hillsboro, which is a suburb in the Portland area.



Track coaches Mary Shea, Bert Serrano, Curt Kraft, Joe Blaney, and Dave Mendina.

Another girl that pops out is Brook Wilson. She is from Oregon as well. Atoya Shaw—who is now Atoya Burleson and married to Nate Burleson, the NFL guy that plays with the Seattle Seahawks—was from Phoenix, Arizona, as was Allison Sewell.

There's a number of them that did just a tremendous job, but those are four or five that really stand out. Another thing that we did a great job of is that we coached kids that were Nevada natives. Any time you've got people from Hug, Carson City, Galena, and other local high schools, that's always a prideful thing. We took a lot of pride in developing and coaching local kids.

Do you think that there were issues with visibility for women's sports while you were at UNR?

Well, everybody likes to watch a winner, I guess, and everybody likes to watch people that are doing well. You can't force people to watch something, and you can't force people to read something. It's tough to promote things. People have choices. Were they visible? Yes, of course they were visible. People knew that we had women's sports at UNR. They knew we had women's volleyball and women's track. Now it's a matter of how you get people to come out and support that and watch it.

So, were they visible? The question is how you make them become more visible. How do you get in the paper, and how do you get in the news? One of the things that I did when I was coaching there is I developed relationships with people, and I felt like that was one of the big reasons why people supported track and field. People do things for people—that's really the bottom line. When you go out of your way to do things for people, then people will go out of their way to do things for you.

I developed a nice relationship with Channel 2, Channel 4, and Channel 8—the three local affiliates. I had a nice relationship with the *Reno Gazette-Journal*. I had a great relationship with the *Sparks Tribune*. That stuff was nurtured and built and cared for year after year, and I had been there fourteen years. So in terms of visibility they did about as good a job for us as they did for even

any of the major sports. But before they cover you, there's got to be something to cover. I also developed relationships with the radio stations in town. I worked hard at that, and that just didn't happen overnight. I think a lot of that had to do with that I went out of my way to show how much I appreciated what they did for me. It's called follow up, follow through, emailing, and making their job easier. So that's how we became visible.

How did fundraising for women's athletics develop over the time that you were coaching?

That Pack PAWS organization that's now in place there—I think that was a credit to Angie, Chris Ault, and the people that started and supported that. Some of those fundraising events that they do to this day are absolutely marvelous—the wine tasting events and the governor's dinner. Some of those things have always been in place, but while I was there, you know that fundraising event where they have a lady speaker come in?

The Salute to Champions?

That took off when I was there and had grown and grown. I think there is definitely a commitment to women's sports there, now more so than ever.

Was there any expectation of you to do fundraising?

No. That was the one nice thing. If we had had to do that it would have really been miserable.

For Title IX and the issues such as gender equity, how do you think that that was accepted and dealt with on campus while you were head coach?

Like anything, I think some handle it better than others, but there are people that feel like it gets shoved down their throat. I think there are also people that support it. There's mixed feelings all the time when you talk about gender equity, and there's mixed feelings about why something is being done as opposed to why something isn't being done. I think it's always going to be an issue.

Any time you want to get into a debate, all you have to do is talk about religion or politics or, guess what, gender equity. Gender equity is high on the list when it comes to debatable issues because, let's be honest, there are people out there that are anti-women. There are people who don't think there is any use for women's sports and that women's sports have ruined men's sports.

In a nutshell, how I would address that is it's not so much what we haven't done today or yesterday or last week or last month or last year. If we would have done what we were supposed to be doing all along, meaning way back in the 1970s and 1980s, we probably wouldn't be where we are at today. It's because we've dropped the ball years and years ago in just not dealing with it and acting like it was going to go away. I think there were administrators that thought that maybe this was going to just go away. Well, it never did go away. There are people that addressed it sooner and dealt with it, like Nevada. I think they did a great job of dealing with it. Obviously, they are high on the list. I've seen statistics and reports. There are obviously people or universities that are behind the eight ball that have a long ways to go. Some have further, and some have less.

Would you say that UNR at this point is one of those schools that has less?

Yes, without question. I think that is one of the things they pride themselves on—the fact that they've been at the forefront. I think they've been one of the leaders. I think I've seen publications, where people have modeled their programs off University of Nevada, because they have done so well, and that is a credit to Chris Ault, Cary, Angie, and everybody else that has been involved with it.

Do you think that UNR still has more work to do?

I think there is definitely more work to be done. Where is that work that needs to be done? Well, I guess it's in all the different areas, whether it be facilities, fully funding programs, bigger coaching salaries, or bigger budgets. It's endless. But the fact that they have those sports in place

and they've been able to maintain them is a credit to them.

Do you remember what year Cary Groth replaced Chris Ault as athletic director?

Yes. It was March of 2004.

What was that transition like?

I'm not a very good person to ask about that because I was only there for a short period of time. She came in in March, and I left in June, so I didn't get a chance to experience from where they were in 2004 to where they are now. I would think that Nevada having a woman athletic director doesn't hurt. I'm sure she pushes the gender equity just as she pushes the male athletes and the male athletic portion of it. I'm sure she pushes the women's side of it just as much, if not more. I guess one could argue that if you have a woman athletic director that maybe the women's sports are being cared for more than the male sports. Just like if you had a male athletic director, one could argue that the male sports are being cared for more than the women's sports.

You mentioned that you left in June of 2004. Did you have reasons for leaving, or was it just time to move on?

That was my fourteenth season. My one daughter graduated in 2005, and then Kayla just graduated in the spring of 2007, so one of the reasons was I wanted to spend more time with my family. I wanted to take a break from coaching and just step back for a minute and try to figure out if this is what I really wanted to do. I knew good and well that's what I wanted to do, but I really wanted to reinforce my passion, I guess. I had left, and I was doing two other things for a short period of time. For a short year I was working for a staffing agency, and then I was working for Rite of Passage down in Yerington, Nevada.

Rite of Passage is a school for troubled, delinquent, and mischievous kids that are shipped there to be rehabilitated and turned into adults.

They are there for all kinds of different reasons. It's in Yerington out in the middle of the desert, and we're trying to teach these men to be gentlemen. It's kind of like a boot camp. I did that for about four or five months, and then I did this staffing agency thing for six months, but it was to the point where I just didn't enjoy it. I was miserable, and I knew that I needed to get back into coaching and probably should have never left in the first place.

Now I'm at East Carolina University, which is in Greenville, North Carolina, about an hour from Raleigh-Durham-Chapel Hill. It's in the eastern part of the state of North Carolina. When this position came available in 2005 they flew me out here for an interview, and my resume spoke for itself. I was fortunate that Terry Holland, the athletic director out here, recognized that I had done a great job there and felt like there was a need for me here. Lucky for me my wife is in education, and she found a teaching job here.

I haven't missed a beat since I left there, and so now I'm trying to do the same thing at East Carolina that I tried to do back at the University of Nevada. The only difference is that I was the women's coach at UNR, and here I am the director of the entire program, men and women. We love it here, and to say that after only being here two and a half or three years tells you I have a passion for what I do.

I'm an educator; we teach, and we educate kids. My biggest goal and my biggest philosophy is that it's more important to me how these kids act as people than how far they throw or how fast they run or how far they jump. It's more important to me that we turn these people into adults. They are student-athletes; they are students first, and they are athletes second. I just feel good about the impact I have on young people.

I know if I had a kid—which I do, I have two daughters—I would want my daughters to have a coach like me. I don't want to sound like I'm bragging or arrogant, but there are certain things that parents look for when they send their sons and daughters to a university. One of the things they look for is, "Are you going to care for my kid? Is my kid going to be safe? Do you have the best interest of my kid, and are you going to look at

my kid as a human being and not just a number?" Those are the things that I think coaching is all about. You are measured in a lot of different ways, not just by wins and losses. Winning and losing is measured in a lot of different ways. You don't have to actually win a championship to be winning.

Is there anything that you would like to include?

Nevada was and is and always will be a special place. You don't spend fourteen years of your life in one place and divorce yourself from it. I wouldn't be who I am, and I wouldn't be where I am had I not passed through there.

Reno is in my rearview mirror, but it's not totally out of my sight, because my daughter lives there. There probably isn't a day that goes by where I don't think of Reno. The big reason is because my daughter is there.

Let me put it this way—there are more great memories than not-so-great memories there. One of the reasons why it was so tough to leave there is because you have great memories, and when you have those great memories that is what it is all about. In fact, I told a person the other day, "You should never say never." If there was ever a time down the road, way down the road, who knows? The old saying, "Things that go around come around." Maybe there's a chance that maybe I'll end up back there someday again. I've still got a lot of great friends there. It's nice to have my name brought up here and there in the groups and circles that people run in.

It's just weird now to come back and visit. It's really weird, but who knows, maybe someday I'll be back there. But again, I enjoyed it, and I wish Nevada nothing but the best. When I see them playing in the basketball tournament and I see Nevada playing on TV in football I cheer for them, "Go Wolf Pack!"

Ada Gee: I was born in Frankfurt, Germany, June 16, 1961, and I have a twin brother. My mother didn't know that we were going to be twins until twenty-four hours before the delivery, so I was the surprise since I was born second. [laughter]

My father was a sergeant major in the army and was stationed in Germany. My mother was actually German-Swiss. She had come to the States when she married him—she was twenty-eight years old. My father's name was Arthur Ebert Gee, and my mother's name was Gertrude Amalie Gee, previously Gertrude Amalie Zwerschke. My twin brother is Philip. I have an older sister, Eva, and an older brother, Stephan.

We were in Germany until I was almost five, and then we moved to Arizona and attended kindergarten there. Really, that was the only time I spent in Germany, with the exception of sixth grade. (We went back for one year to Germany on a tour.)

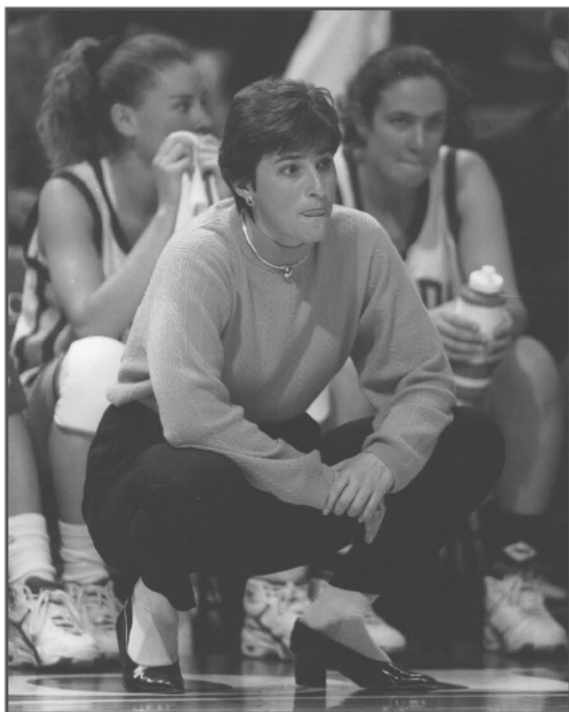
Allison Tracy: You mentioned that you attended kindergarten in Arizona. Where else did you go for grade school?

Kindergarten was Yuma, Arizona—Yuma Proving Grounds. We traveled quite a bit. Being

in an army family, I was an army brat. I think first grade was Davenport, Iowa, right there in the heart of the Midwest, and for second grade I was in North Vernon, Indiana. My father went on a tour to Vietnam, so we stayed with some of his family (in a community where they lived) to be close to family during that time. Then in third grade, I actually was in Colorado. We went to Colorado Springs, and that's what I always considered home growing up. With the exception of going back to Stuttgart, Germany, as a sixth-grader, Colorado was home through undergraduate school.

I did quite a bit of activities growing up. I was always very actively involved in sports. We were involved in the First Presbyterian Church in Colorado Springs with the children's choir and those types of things. Certainly anything sports related I was always involved in, whether it was swimming, soccer, skiing, tennis, basketball, or volleyball. [laughter] You name it, I wanted to do it.

I started skiing when I was three and a half in Germany, so I was very fortunate to be able to do that. We were actually stationed in Garmisch, which is a beautiful area in Bavaria. After that, I think I just really enjoyed being somewhat of a tomboy, so I'd play on the playgrounds with the boys and do whatever I could. When I was in third



Ada Gee

grade in Colorado, I went with my mom to sign my twin brother Philip up for the summer soccer program, which was City League Soccer. The unfortunate thing was they only had a boys' soccer program; they didn't provide that opportunity for girls. I remember vividly that my mother went in and signed Philip up, and then she turned and looked at me and said, "Ada, would you like to play soccer, too?"

I said, "I'd love to, if they'd let me."

So she turned back to the person that was taking the registrations. [laughter] And the person said, "Well, we've never had anyone ask that. I really don't know that we'll allow girls to play in the boys' league."

And my mom said, "Well, could you please ask your director?"

So the director happened to be there, and as it turned out, by the time I left, I'd signed up and was the first girl among five hundred boys in the summer soccer program. So that was really neat. I played actually, I think, as a fourth grader and fifth grader, and then we moved to Germany.

When I came back in seventh grade and went to sign up for soccer, I was very excited. I loved the sport, and Philip and I had played on the same team, so it was always very much fun to have that camaraderie. But I remember coming back, and they said that I could no longer play in the organized boys' league because they now had a powder-puff league for girls. So needless to say, I said, "I'm not going to play in a girls' league called 'powder-puff.'" [laughter] I was pretty adamant about that, so I no longer played soccer. I ended up getting into other sports and pursuing tennis and basketball a little bit more seriously.

So soccer was your first team or club sport?

Right.

Other than that it was just kind of informal—playing with neighbors and friends?

Yes, playing with neighbors and friends until, as a fifth-grader, I was provided the opportunity by my PE teacher, Ray Lutz from Stratton Elementary, to play on the sixth-grade girls' team. That was my first opportunity to play organized basketball, and I was grateful for that. Then in sixth grade we didn't really have sports since we went to the American military school in Stuttgart, Germany. Unfortunately, when I came back to Colorado Springs in seventh grade, it was still a time when many more opportunities were available for young boys than girls, and they decided that seventh-graders couldn't compete in *any* sports, boys or girls, so I missed that opportunity. That was the only year that they had that ruling in place, and obviously it affected us. So then from eighth grade on I was really involved in sports.

When you were in middle school and high school what sports did you play?

In middle school they didn't have too many opportunities. We did have a little bit of volleyball and basketball, and track and field, so I did those sports. Then in high school I ended up

playing three sports and lettered in three sports as a freshman. I was a nine-time letterman in high school, actually—as a sophomore, junior, senior. We had a three-year high school. I played volleyball in the fall, basketball in the winter, and then tennis in the spring.

I remember some of my coaches. Ron Nighswonger became the basketball coach my senior year, and that was probably our best year. Before that it was Norm Ring. He tended to be not as much of a disciplinarian and was more negative. Ron Nighswonger was very different in terms of his positive approach. My tennis coach was Chris Beyer, who had a very good influence in my life, I would say, and the volleyball coach was also Norm Ring. You know, a lot of times the same people were wearing different hats and coaching different sports. Two of them were PE teachers, one was not, and I think that was pretty typical.

What years were you in high school?

I graduated in 1979. So, 1976-1977 was my sophomore year. Actually, girls had quite a few sports available at that time. I think I could have done track and field. I played volleyball, and I played basketball and tennis. They had a swimming program. I don't know that we had soccer yet. I don't think that was provided at the high-school level. My sister, who's eight years older than I am, was always somewhat envious, because she said she didn't have *any* of those opportunities. I mean, her choices were swimming and tennis, eight years earlier, so none of the team sports had really come into play. Our high school also had a very good gymnastics program for the girls and the boys. Scott Johnson went to our school, and he later was an Olympian.

Do you remember the boys having more teams, or were they similar?

I think the boys may have had more teams. At that time, I really wasn't as in tune with whether there was any disparity or perhaps discrimination. I know there had been, certainly, when my sister was there eight years earlier. I felt I was treated

very well and very fairly. I'm sure that maybe more funding went into the boys' programs for football or those types of things, but I never felt adversely affected by that at the high-school level.

Let's go ahead and talk about Colorado College. When did you start attending?

I started Colorado College in the fall of 1979.

When you were in high school, was there any sort of recruiting that they were doing?

That's an interesting question, because they were just starting to recruit female student-athletes. I remember the University of Colorado in Boulder, where Sox Walseth was the coach at the time. I remember I really liked Colorado College, because it had an excellent academic reputation.

The Air Force Academy was in Colorado Springs, and my mother always hoped Philip or I would go to the Air Force Academy. My father actually died while on active duty in the military during our sixth-grade year in Germany—that's why the tour was cut short—so we would have actually had certain advantages in terms of being able to get into the academy because of that. We would still have had to meet the academic requirements, but we would have had an opportunity to make that a possibility. Actually, when I went to Colorado College, the Air Force coach said he was really disappointed because he thought I was going to go somewhere else; had he known that, he would have recruited me. I kind of laughed, because I never had a desire to go there, even though we had tremendous respect for the academy after growing up in a military family.

Colorado College had an excellent soccer program. I think they did have a ski team, and I know they certainly had swimming. We had basketball; we had volleyball; we had track and field—pretty much the same standard sports. The men, I would say, were very similar across the board. I think they had, maybe, lacrosse, because a lot of East Coast students would come to the school, but I think that was more of a club sport. They did have ice hockey. The men's ice

hockey program was always outstanding, and that's actually why they started the women's soccer program. It was a school that was at the Division III level, but they had ice hockey that was Division I sport, so they were given some sort of variance or agreement with the NCAA where women's soccer could also be Division I. It's still that way today. Ice hockey and women's soccer play at the Division I level, and all the other sports are at the Division III level, so it's very unique.

By my senior year of college, they actually had decided to provide female student-athletes with scholarships. I think we only got \$1,500, but it was a start. That was my first experience with scholarship monies, which I didn't have the first three years as a student-athlete.

Since you started in the fall of 1979, you would have been there right as Title IX was starting to pick up a little bit. Do you remember any rumblings on campus about that?

I don't really remember rumblings or anything. I think it was so new—no one knew what the expectations were. I think there was a heightened awareness that the female student-athletes deserved to have the same opportunities as the males and certainly deserved to be provided with some of the same things when it came to travel or those entities.

Was there a lot of competition with the men's teams in terms of practice facilities, game times, or any of that sort of thing?

No, not at the time. I think at Colorado College it was a little bit different than if I had gone, maybe, to the University of Colorado in Boulder. We were very supportive of each other. I think everyone encouraged each other. We would support the men's program; they would support ours. I don't think there was any hostility or animosity. Maybe among the coaches it might have been different. Having been a coach for twenty years, I certainly look back with a different perspective.

When I was there I played basketball, and I also played tennis for two years. Then my senior year I also decided I'd try track, so I didn't play tennis, and I threw the javelin. [laughter] I thought I'd try something new there.

Were there any sort of field days still, or had that gone to the wayside at that point?

No, we didn't have any field days. The only time I remember field days, really, were from my elementary school days. We had a wonderful PE teacher, Ray Lutz. He was probably the one that really got me started in organized sport.

In terms of athletics, what was the philosophy on the campus? Was it focused on competition, or was it physical fitness?

Oh, no. It was definitely competition. We played in a very competitive league, and the Air Force Academy was one of our biggest rivals. I remember winning the regional and going to the national tournament in basketball, and that was very exciting. Of course, for our national tournament, we went and played William Penn in Oskaloosa, Iowa. I can't remember what the city flag said, but it was pretty funny. [laughter] "Good today, better tomorrow." I don't know. Here we were in this little Midwestern town of Oskaloosa, and William Penn had a great team. But it was interesting. We were very competitive and definitely had a wonderful coach, Laura Golden, who went on to Central Michigan and then to the University of Illinois after she left Colorado College. She was a very, very gifted basketball coach, so we were very fortunate. We had some tremendous success.

How big was the campus? Do you remember how many students there were at that time?

It was very small. We had under 2,000 students, and they still do to this day. It's a very small, private liberal arts college. Average class size is like thirteen, fifteen.

Were they doing the block classes at that point?

Yes, they had the block plan in place, and it was interesting. I really like studying that way. You covered what someone would cover in a semester in three and a half weeks, so it was very intense. The first day was a shock as a freshman. Your first paper was due in four days, and, yes, you had to have read the book by then, obviously. [laughter]

My cousin went there, and her description of it was, "I'm only going to leave three days for myself to write the paper anyway, so what's the point of putting it off for an entire semester?"

Yes, it worked out beautifully. At the time, we had nine blocks. I think they've gone to eight blocks now, but we had nine blocks. You would take your exam after three and a half weeks on that Wednesday. You'd be done Wednesday at noon, and then you'd get a block break. You'd come back Monday morning for the next block, and I loved studying that way. I did transfer, actually, to the University of Colorado my junior year and tried the semester plan, but I came back to Colorado College my senior year. My twin brother was in Boulder, and I wanted to try something different. I said, "You know, I think I really want to finish at Colorado College."

In our preliminary interview, you'd mentioned the shift from the AIAW to the NCAA.

The AIAW, Association of Intercollegiate Athletics for Women—I think the shift was sometime when I was in undergraduate school, toward the end. I can't remember specifically, but it was the early 1980s, if I'm not mistaken. I know and recall that there were rumblings then. There was some serious concern, because the AIAW had grown to be a very strong organization. At the time, a lot of the coaches in women's sports were women, and we wondered how that transition would be when we basically were under the umbrella of the NCAA from an equity standpoint—how women would be treated in

the NCAA membership with the men's sports. So I think there was a little bit of apprehension, certainly a lot of uncertainty, over not knowing what was going to happen. I think overall, as you look back, it's been a very positive thing in most ways in terms of all of the championships, the scholarships, and the things that can be provided and a lot of things are mandated so that things are equitable.

I think the one thing that changed with the shift, which is sad, is that as women's programs grew under the NCAA, those coaching jobs were much more viable for men or attractive to men because salaries suddenly increased. So now we have far fewer women coaching women and more men coaching women. I'm not opposed, as I shared before, to men coaching women's sports, but if you've got two qualified people, and one's a man and one's a woman, I think you need to give women the opportunity to coach women in sport. I think women need those positive role models.

How big was the NCAA as opposed to the AIAW?

I don't really know. I don't know how you would compare that. I'm not the historian to ask, because I was still competing in sport and just having a great time. But I think the women's sports were just in a separate organization, and then they all came under the umbrella of the NCAA.

I guess I asked because I wonder if at the time it seemed like there was this big organization—the NCAA—coming in and taking over?

It could have been thought of like that, like corporate takeovers, I suppose. [laughter] And that's why I say there was probably a lot of uncertainty and apprehension not knowing what was going to happen. In the long run, though, I think it was a positive thing for women in sport, although I think there was a lot of respect for the AIAW. I had a lot of respect and appreciated what we had and that that is where it started in terms of grassroots, allowing women to have the opportunity to play and compete.

At the time, which seemed to have a more immediate impact—Title IX or the NCAA taking over the championships?

I don't know. Looking at it from the perspective of where I was, I think it happened relatively quickly and fairly smoothly as a transition. I think Title IX probably had the greater impact, because with Title IX in place, the NCAA had no choice but to make sure that programs were at least attempting to do the right thing, and that still is the situation now. In the twenty years that I coached, really amazing things have happened, but there are still strides to be made. And there are still some programs that do an excellent job, and there are some programs where there's still a lot of discrimination and disparity.

How would you analyze those years, both your time at Colorado College and back in high school, regarding the condition of women's sports? At that time, how was women's athletics looked at and approached?

I think it was growing, and I think it was an exciting time. People were really accepting of women in sport. It was past the time when people were worried that we would exert ourselves too much. [laughter] You know, we didn't want to perspire or sweat. We were definitely competing, and we had a pretty good fan base and people who were very supportive of us. We played in the same gyms or arenas as the men did at the time, so I think it was all very positive. We all ate at McDonald's—it didn't matter if it was the boys' basketball team or the girls'—at Wasson High School. The men weren't getting steak, although that did happen at Vanderbilt. [laughter]

Is there anything you would like to add about your time at Colorado College or your time in high school?

I feel really fortunate that I was able to compete in athletics, because it changed my life, and that is a large part of why I got into coaching. And certainly my experiences in high school

only helped to provide the opportunities for me to go to college and compete. I became a coach because I wanted to give back to young people, because I felt I gained so many positive things, so many incredible life skills from being able to be a student-athlete. Those skills really helped me to mature into the person that I am and to learn the skills that were going to help me be a wonderful, contributing member to society. So I wanted to give back because of that. I'm just always grateful and appreciative. When you go through it, you aren't always as appreciative, but you look back and realize what people gave to give you those opportunities—and not just the coaches and the teachers who were there, but your family.

I graduated from Colorado College with a degree in English and a minor in business in 1983. Initially I thought I was going to teach high-school English and coach. I had been accepted into a new pilot program at the University of Colorado which was really specialized. They had only accepted maybe twelve students, and I was grateful that I was going to have that opportunity. But probably about two weeks before I was supposed to leave for Boulder to begin my master's in education to get my teaching certificate, I just felt in my heart that wasn't what I wanted to do. Again, I felt I really wanted to stay involved in athletics, and at that time, I don't know what happened, what made that mind shift, but I remember telling my mother that I wasn't going to go.

She said, "You got accepted into this program. You *have* to go."

And I said, "No, I just don't feel like it's the right direction for me to go in." I have always loved English, reading, and writing. I've written short stories and poetry and still enjoy that. I don't do it enough. But I just felt that I couldn't see myself teaching high-school English. [laughter] As much as I admired my English teachers in high school, I couldn't see myself doing that, and I wanted to be able to continue in sports.

I knew I had to get some experience, so I asked the coach at Colorado College if I could be a volunteer assistant. I did that for one year, and then I applied for graduate assistant positions.

That led me to Ball State, and I spent two years at Ball State University as a graduate assistant getting a master's in physical education with an emphasis in exercise physiology. From there on, I had the experience that I needed to progress and do the things I wanted to do, and I really wanted to coach on the Division I level.

I know after Ball State I had applied for jobs, and one of the interviews that I got, I remember, was at Elmhurst in Illinois. It was a small, private liberal arts school like Colorado College. Then there was another small, private school up in Minnesota that also interviewed me. I just decided that I didn't want to be at the Division III level teaching and coaching. (At the time, they still wanted you to do five jobs and be paid for one.) [laughter] So I said, "No, thank you."

If I had gone to Elmhurst, I think I would have had to coach two sports, certainly teach a number of classes, and they were all PE curriculum classes. I really wanted to teach something, like sports literature with my background. [laughter] They really didn't see that need. So I thought, "You know, what I would really like to do is coach on the Division I level and just be totally consumed with that."

I actually came back to Colorado Springs after I got my master's, and I coached on the high-school level for one year at Coronado High School, and it was so late I ended up coaching the junior varsity team. But I thought, "You know, I want to stay here, keep my foot in the door, and next year I'll apply for other positions." That's when I went to University of Wisconsin, Green Bay, and they were just making the transition to Division I, so I spent three years there. It's interesting the things you do when you have a passion for something, and you have to have patience sometimes and wait for the right doors to open.

I was at Wisconsin, Green Bay for three years from 1987 to 1990. You know, that was an incredible experience, because I was the only full-time assistant. They made the transition to Division I, and you talk about having to do everything! I had to literally do *everything*. The head coach was a very good coach, but she really didn't recruit a lot initially because she'd

been at the Division II level. That was a great opportunity those three years, because I gained tremendous experience, whether it was recruiting or organizing team travel or strength training and conditioning, or overseeing every different facet of a program that you can imagine. I was also doing all of the scouting of opponents and breaking film down, and then being very actively involved on the practice floor, because there were only two of us. Yes, it was bare bones.

I spent three years at Wisconsin, Green Bay. Actually, the best part of that was Dick Bennett, the men's coach. He's wonderful. He later took the Wisconsin team to the Final Four. I learned a lot from him, a tremendous amount. He was very wonderful about being accepting of women in sport and was a head coach on the opposing side, I felt, that was very respectful of the women's program.

I then went to Vanderbilt for a year after Wisconsin, Green Bay—1990-1991. The head coach was terminated after the SEC (Southeastern Conference) tournament. It was a year where we were ranked as high as thirteenth in the polls and they had a great program. Wendy Scholtens was our All-American center, and I remember we finished seventeen and eleven. We had beaten Tennessee at home by sixteen, which was a great win, and then in the SEC tournament we lost to them. We were returning from the SEC tournament and getting off the bus back on Vanderbilt's campus, and someone handed me a portfolio, with the SEC logo in it that was given to the head coaches, and said, "You might be needing this."

And I thought, "Well, that's a strange comment at one or two in the morning." [laughter] And the next day they actually had terminated Phil Lee's contract, and I was named the interim head coach. So we didn't know if we would get into the NCAA tournament or not, but we did and we ended up doing very, very well. We reached the Sweet Sixteen. We beat South Carolina at home in the first round of the NCAA Tournament. We went to Purdue and beat Purdue. They were ranked fifth in the country. Then we went to Knoxville, Tennessee, where the bracket was Tennessee,

Auburn, Western Kentucky, and Vanderbilt. We played Auburn, and we lost in the round of sixteen there.

That was a disappointing loss, but then I was one of three finalists for the job. I was twenty-nine and had no head coaching experience except for the NCAA tournament run. So I only stayed a year, because I didn't get the job. Needless to say, I was disappointed. I always say, though, God has a plan in our lives, and when a door or window closes, another one opens.

I ended up at USC and worked with Marianne Stanley, who was very highly respected in terms of her X's and O's and knowledge. We went to the Elite Eight and Sweet Sixteen there—Elite Eight in the 1992 tournament, Sweet Sixteen in the 1993 tournament.

It sounds like you were successful at USC. How did UNR come onto the horizon?

I always called it the University of Nevada. [laughter] People still call it UNR, but I was adamant about that, because that was something Joe Crowley really wanted to see changed—not UNLV and UNR. Call us Nevada, although people always thought we were UNLV until you actually educated them through the recruiting process.

The coaching position at Nevada was open, and I just remember applying for it. Having grown up in Colorado, I had traveled to the Midwest—to Ball State and to Wisconsin, and to the South, and I knew I wanted to be in the West. So I made it back to USC, and then I thought if I had an opportunity for a head position, I would definitely want to be on the West Coast. So I applied and was fortunate enough to be interviewed and get the job.

I know I was very concerned, because they had only had one winning season in seventeen years, and the commitment hadn't been there. I remember some peer saying, "You're going to commit professional suicide." But I really believed that we could build an excellent women's program. Angie Taylor was the one that hired me, and she told me that Joe Crowley—who was the NCAA president at the time, which was very

impressive—really wanted to make a commitment to the women's sports programs. Basketball is the flagship sports program on most campuses in terms of visibility, and it is the sport that tends to lead the way. So I felt very honored and comfortable in making that decision, knowing that it would be a lot of work, because we didn't have a lot coming in to start with.

When you became head coach, who was the athletics director?

When I was hired, Chris Ault was the athletic director, and Angie Taylor was the senior woman administrator (SWA). Now there are associate A.D.'s [Athletic Directors], but at the time they had to have an SWA overseeing women's sports.

Through the hiring process and when you first started working there, who did you work with more, Angie or Chris?

Oh, definitely Angie. I didn't see Chris Ault that often, really, unless I went to him and expressed things that I felt we needed, but Angie would usually go and do that on our behalf.

Our offices were in the Old Gymnasium. It's now the Virginia Street Gym, but I still call it the Old Gymnasium, although I know Devin [Scruggs] doesn't appreciate that. [laughter] Anyway, the male coaches were all housed on upper campus, closer to Lawlor Events Center. I remember when I took the job, the budget was already in place. I was told that we would be playing our games in the Old Gymnasium, and I said, "That's fine for the first year," because I knew we were going to have a challenging season. The players worked hard, but in terms of true Division I student-athletes, we had only a few on that team. We had a huge undertaking in terms of recruiting young women that could really truly compete at that level.

So I said, "That's fine. We'll play our games the first year in the Old Gym, but the second year our home becomes Lawlor Events Center, and we will play in Lawlor just like the men do." And they agreed to that, so my first year we played at the

Old Gym, and we struggled. We won three games, which was what we had anticipated, having just made a transition into the Big West Conference. The next year we were playing in Lawlor. They honored that, and I felt that was an important move for the program.

What was Chris Ault doing at that time to support women's athletics?

You know, I'm trying to even remember. He was obviously the A.D. Angie was in place to oversee women's sports. At the time, I think it was hard for a lot of athletic directors, probably Chris included, because I don't know that they really felt like women's sports programs were a part of the overall program. They were just kind of there, and I think that changed. I think certainly Chris' attitude changed over the years, and he became much more supportive in realizing how much of a difference, hopefully, sport can make in young people's lives. But I think he was very geared toward football, having been a football coach, and towards the other men's sports programs before really taking the women seriously.

For clarification, was there one unified Athletics Department? It wasn't a men's department and a women's department.

Right, it wasn't split. There were a few sports programs in the country that did that and that may still do that. I know, for instance, at Iowa, Christine Grant was the A.D. overseeing the women. But we were all under one umbrella at Nevada. Chris was the leader of the pack, so to speak, in terms of being the A.D. He made the decisions.

Over time, how aggressive was Chris Ault in terms of supporting women's athletics? Did he seem to pick up pace in later years?

I think with Joe Crowley being the president of the NCAA—and Joe initiated a self-study with regard to Title IX and gender equity on our campus—Chris didn't have a lot of options.

We definitely had to make changes to be in compliance. So I think his hand may have been forced a little bit initially, and maybe he was a little bit resistant to all of that change, but I think he realized that it was coming and needed to come.

Do you remember what year that self-study was?

I was there 1993 to 2003. It may have been as early as 1994-1995, 1995-1996, somewhere in there. Val Cooke was a local attorney who was in the Northern Nevada Women Lawyers Association. She is now a federal magistrate judge. She and I had to write a segment of the self-study. I remember being asked in a nice way if we could maybe not change what we found, but tone it down. There were a lot of people that were actively involved in this—doing research, looking at the self-study and identifying where we needed to make improvements, whether it was with adding scholarships or more money in the women's budget, and looking at how the women were traveling and being treated and recruited. All of those facets were covered. I know we found that we still had a long way to go.

We were appreciative for all the pioneers before us and the strides that were made. I can't say enough positive things about Angie Taylor, because from the time I came until the time I left—and unfortunately, she left before I did—she just became a remarkable leader. She's a remarkable human being, a remarkable woman. In terms of athletics, and the confidence she gained, and in terms of her leadership ability, and her ability to really bring people in the community together for the benefit of women's sport, she was truly amazing. So I think she certainly did a lot of wonderful things.

When you first started who were the other administrators and coaches at the time, and who were you working with when you first got there?

Pat Foster was coaching the men's basketball team. He really, I think, was somewhat old school. He was nice, but he didn't really go out of his way with the women's program. In fact, I remember

receiving a letter once from Chris Ault that told us that if there were any conflicts with Lawlor, the women's facility was the Old Gym. I still have that letter actually. [laughter]

And I said, "No, we're playing in Lawlor, and we practice in Lawlor. And if there are facility issues, it affects both the men and women. Men don't simply get priority. We work it out in terms of a schedule."

Trent Johnson then came on board after Pat. He was another wonderful coach and human being. He used to come to my office and say, "Hey, what can we do to help you?" And we would talk basketball. He would say, "You know, we need to make sure this is equitable." We would switch practice times every year. It worked out with Pat Foster, too, but it wasn't as genuine. With someone like Trent Johnson, he got it. I mean, he really felt that we were on equal turf, which is as it should be in terms of having an opportunity to work through things for your programs as two head coaches of basically the same sport on a campus.

Do you remember some of the women's coaches?

I remember Paul Lanae coached the volleyball team, and that was before Devin Scruggs came. I was on the search committee to hire Devin. The track coach, interestingly enough, I felt he was much more driven toward males than females. I can't remember his name, but he went to Ohio. Kurt Craft was his assistant, and then Kurt became the head coach. Swimming and diving was Mike Anderson, who, I think, is still at Hawaii now. Boy, the ski coaches had changed a little bit, so it's hard for me to remember. Gary Powers was there on the men's side. Certainly there was Chris Ault. Before Chris Tormey and before Chris Ault came back, who was his assistant? He went to Vegas after a year. I can see him. I just can't remember his name. There was a fair amount of turnover, but not really too much among the coaches. I think some of the coaches had a fair amount of longevity: Kurt Craft, Devin, myself. I was there for ten years. I was the coach on the women's side that had been there the longest at the time.

Is there a lot of turnover in coaching? Does it come and go?

Yes, I think there's definitely a lot of turnover in coaching, and it's twofold. As coaches, especially as assistant coaches, there's a lot of turnover because you're looking for different opportunities, you're looking for different experiences, and then ultimately, you put yourself in a position to become a head coach. As head coaches, there can also be turnover. For example, I would say Nevada was considered mid-level—a mid-major program. Maybe a coach has aspirations of getting to the top echelon, so to speak, by coaching in the Pack-10, the SEC, the ACC—any number of conferences that would be considered major Division I programs—so they may look for those opportunities. And certainly in intercollegiate athletics, although you're responsible for many things—and some that are probably far more important than winning and losing in terms of shaping lives and being a positive role model and mentor—the bottom line is, it's about winning. So there's turnover as a result.

Were coaches at that time teaching as well as coaching? Were there any split appointments?

No, not at all, not to my knowledge. I don't think coaches were teaching. I know that Paul Lanae was involved sometimes with volleyball club teams, but I don't know if that brought extra income. I know his assistant sometimes did that, but for the most part, there were no responsibilities with regard to teaching. When I was an assistant at Wisconsin, Green Bay, the first year I had to teach one class each semester, and I said, "You know what? This is grueling. If I'm going to teach, I want to do it like I coach." You want to give 100 percent of yourself, have tremendous passion, and do your very best. I said, "I'm doing my students a disservice because my passion is with basketball." I mean, I still did a good job but not a great job. I think it's not a situation where anybody, to my knowledge, had to teach when I came on board. Everyone was pretty much coaching.

But I would laugh when people would still say, “Well, what do you do with your summers? You get your summers off.” [laughter] People just had no concept of what a Division I head coach does. You work, really, year-round. You get about a six-week down period at best after the season ends and before things gear up again. It’s pretty intense.

What’s an average day for a coach on-season and off-season?

Usually, when the school year started, we would let the student-athletes and our players kind of get acclimated for a few days, and then we would start with our pre-season conditioning program. Then the NCAA changed rules and allowed us to do individual workouts, but they limited the number of players. Then they changed that and expanded it. But a typical day during the season, you would get to the office at probably eight o’clock.

In the post-season you’re working on scheduling, so you’ve got a lot of those things to do. You’re working on setting up your summer camps. You’re working on setting up your recruiting during the month of July—where you’re going to travel, what tournaments you’re going to cover. Throughout the whole year you’re recruiting continually. You’re calling coaches, you’re calling counselors, you’re talking to the student-athletes once a week that you are recruiting. These are all things that are mandated by NCAA rules and regulations in terms of what you can and can’t do. So you’re doing any number of those things. I remember we started the “Time-out Luncheon with Ada Gee” when I was there, so your day may include speaking engagements. We may have the kids out and involved in the community for reading week at one of the elementary schools.

The neat thing about coaching is your days were never identical. I mean, you always had different challenges and things you were focusing on during different times. During the season, there were staff meetings in the morning. Practice was planned. You would go over it with your assistants in terms of what you were trying to accomplish. If

you had new assistants on board, you were talking about things to make sure they understood the offense you were going to teach or some of the drills that would lead up to that. So, very full days and nights during the season, watching film probably until two in the morning—breaking opponents’ film down, watching your game film to see how you can improve. Not a lot of sleep. [laughter]

We talked about the status of coaching in terms of its becoming more desirable. What was the salary like, and do you think that salary plays a part in coaching positions becoming more desirable?

Oh, definitely. I think as the women’s coaching salaries have gone up, more males are going after those positions because it’s very competitive on the men’s side, and you don’t see many women coaching on the men’s side. There was one woman that was an assistant at Kentucky, actually, for Rick Pitino, and she was his assistant for several years. I think there have been a few women that have done that, but it’s much more difficult for women to have those opportunities coaching men. Even on the high-school level there are some women head coaches, but it’s much more difficult. But a lot of men have migrated toward the women’s programs. When I started, I made \$41,000, which was just a bit of a jump from where I was as an assistant at USC. But I was told it would get better, and I just wanted the opportunity, because I had such a passion and loved coaching.

Just a short time into my first year at Nevada, two things happened. One, I got a call from USC because Marianne Stanley had been released, and I was asked to return to USC. I felt very torn, because I had had an opportunity at Vanderbilt, which was a top-twenty program, and USC was as well. But I kept going back to a quote from Maya Angelou’s autobiography, *I Know Why the Caged Bird Sings*: “See you don’t have to think about doing the right thing. If you’re *for* the right thing, you do it without thinking.” In other words, if there’s a gray area, you don’t have to worry about that, because you’re going to do the right thing.

You're not going to go to a gray area. You're going to always do what's right, what's honorable, and have a high level of integrity.

While I was torn, I had a lot of people in my close circle that were saying, "You have to take this opportunity," because it was very late. I think my team meeting was going to occur within two days, and I talked to several key friends and people on campus and decided that leaving was not in my best interest because I had made a commitment. I had a three-year contract. I made a commitment to help grow the program at University of Nevada, and I decided I was going to honor that even though I knew USC had Lisa Leslie, Tina Thompson, and a wonderful group, and it would have been a great opportunity. But I just didn't feel it was the right thing to do. So that came into play.

Then in honoring my commitment and staying—and not really talking to anyone except for one of the administrative or vice presidents about this—I learned that the two male assistants with the men's program were making more than I was as the head coach of the women's team, and that struck a wrong cord from a standpoint of principle. It wasn't about my salary. It was about the principle that I'm overseeing an entire women's program. I've been given the responsibility to build this program from the ground up, and I'm making less than the two male assistants.

I talked to Angie, and I talked to a few other people on campus, and through Joe, that was changed and made right. So I was certainly appreciative of that. Again, I'll emphasize it was principle more than anything, to find out that two assistants on the men's side are making more than a head coach of the women's program. I think that would probably bother anyone, whether you're male or female, coaching a women's program. [laughter] But they did the right thing.

Just generally, were coaching positions more part-time, or were they more full-time? It sounds like yours was obviously full-time, but for assistant coaches—were those part-time or full-time?

I think everyone in the Athletics Department on both sides worked very, very hard. Everyone

put in a lot of hours. It was definitely full-time positions in my mind for everyone—for the head coaches, the assistant coaches. That was your job. You didn't have time to go and moonlight. We were all on the same page working toward the common goal of really having a successful program. When I first came, I think I had two full-time assistants, and then that was something that grew and changed. We ended up getting a graduate assistant position, or we could make it a part-time assistant's position. (Most part-time assistants ended up working full time anyway and were just doing it to be able to get their foot in the door.)

When I left, we had a full staff. It was identical to what the men had as mandated by the NCAA, and that was something that over the years we had to fight for. I mean, I fought for salaries for my assistants so that they had more competitive salaries. We did a study within the Big West, so we knew what salaries were and where Nevada fit in that mold with regard to other schools. We knew where we were in terms of salaries, in terms of budgets, in terms of all of those things that were, I guess, important in being able to grow your program.

Where were the locker rooms located in the Old Gym and in Lawlor Events Center?

In the Old Gym we had a very skeletal old locker room. We weren't really concerned about that, because we knew, in making the move to Lawlor, we were going to have our own team locker room. We did the best we could that first year, knowing that it was going to improve tremendously the next year. We had actually received some outside funding or donations and someone made nice custom oak lockers. The locker room turned out really fairly well for the time.

We were also doing weight training, and when we made the move to Lawlor, we were able to lift in the same facility that the men lifted at and had the same strength coaches. So that was a positive. The weight facility we used is over in the Cashell Field House. They've redone it now within the last few years, and it's just amazing. It's beautiful, a wonderful facility.

Initially, was the weight room just for football?

When I first came on board, they may have had a separate football strength-training area or weight room. It's kind of vague in my mind right now, because what I remember is the progress we made. I think we were treated with equality from that standpoint, having our own strength coach and access to all of the same facilities.

The same went for the academic center. It's certainly a different entity, but the academic center was there for both male and female student-athletes. Lynn Bremer had provided monies initially, and it was down in the Old Gym. Now they're building the Knowledge Center and a wonderful student-athlete academic center, which is critical. [The Marguerite Wattis Petersen Foundation Athletic Academic Center will complete the E.L. Cord Foundation Academic and Athletics Performance Complex.]

Previous to Legacy Hall opening in 1999, where was your office space?

Our offices were in the Old Gym; all of the women's coaches and Angie Taylor were in the Old Gym. Then we moved up to Legacy Hall, which I thought was a very positive move, even though when we were in the Old Gym I think we had a great time. You never knew if your offices were going to get warm in the winter, and certainly they weren't going to get cool in the summer. But there was a special camaraderie during that time among the coaches, with Angie being our fearless leader, that made those wonderful days.

I think the move to Legacy Hall, though, benefited everyone because we were in the same office with all of the men's coaches. We actually would see them then on a daily basis, which I think did a lot for the camaraderie of the whole sports program. My feeling was that it really brought us together. I think it was a wonderful thing that happened.

Where were the men's coaches before Legacy Hall opened?

They were up on upper campus by all of the sport facilities, and football had their own offices in Cashell Field House. Actually, it was called the Lawlor Annex before it became Legacy Hall. I think Chris Ault may have had an office in the Lawlor Annex.

What is the layout of Legacy Hall? Would you say that there's some equity among the office space and where you guys are located?

Oh, I think definitely. When I remember first moving there, I think as you walk in, if you go to the right, you had men's baseball and men's basketball. Football was separate over in the Cashell Field House. As you went to the left, you had all the administrative offices, the A.D., and all of the support staff.

Then you went downstairs, and you had a combination of men's programs and women's programs. To the left you had a suite where you had women's volleyball, softball, basketball, swimming, and track. We were all down in that same area. Yet on a day-to-day basis, you would come into contact with coaches of the men's sports teams, and you'd end up seeing someone in sports information as you were heading in or out of the building. I never felt that our offices weren't equitable. I mean, my office was as big as Trent's, and I wasn't worried about equality and equity.

You have to really be careful when you look at that. In my program we had a counter program in men's basketball, but the women's volleyball team doesn't have a men's volleyball team, to make those comparisons with. Just because the men have something doesn't necessarily mean we have to have it. We may need something different for our success, and the equality can come in different ways. Certainly you need money to run a Division I women's basketball program, so those things need to be equitable, but there are things that they might need that we don't, and vice versa.

What were considered to be the major women's sports while you were coaching?

I would say women's basketball and women's volleyball. Not meaning any disservice to any of

the other coaches or programs, but I think we were leading the way. We were expected to be out in the community as the basketball staff to lead and be very visible. We had some excellent coaches and sports programs.

From a gender-equity standpoint, we had to add sports, so soccer was added and has done very well. I would say I took it as a personal responsibility to make sure we were actively involved in the community representing the university, representing ourselves, and representing the Athletics Department well. I always felt we were supposed to lead the way.

What were the conference changes while you were at UNR?

When I came on board, I think UNR had just finished its first year in the Big West, so we were still transitioning from the Big Sky to the Big West conference. It was very difficult to compete because the recruiting hadn't been done when I came on board. So we recruited more and got to the point where we won two Big West Eastern Division championships and were very competitive. We beat Santa Barbara—they were the cream of the crop. They were the best program in the Big West and were ranked in the top twenty, so that's who we aspired to be like, while at the same time being ourselves. [laughter]

We made the transition from the Big Sky to the Big West, and then we jumped to the WAC. Ironically, that jump to the WAC I think was very difficult. I think women's basketball faced one of the most difficult changes as a sports team making the transition, because you had Louisiana Tech, who was still a perennial top-ten, sometimes top-five team. Now they've fallen—they didn't even make the NCAA tournament this year. You had Tulsa, you had Rice, you had TCU, you had SMU—just some great programs out of Texas. It was incredibly competitive making that transition, and now through conference changes, it's almost like an old Big West. You've got Boise State and Idaho again, so it's kind of come full circle as teams and programs have split off. It's kind of interesting to see how those things change.

The move from the Big West to the WAC would have been in 2000. Two thousand to two thousand one was our first season in the WAC Conference. It was a big move financially for the Athletics Department—just a tremendous burden financially. I think Chris Ault thought it would be good from a visibility standpoint and to be in what was considered a better conference, per se, but it was a financial drain. You were traveling to Louisiana Tech, and you were traveling to Hawaii. There was a lot of cost incurred just in travel and in the amount of school missed by the student-athletes. To travel to most of these places, you'd leave on a Wednesday, and you'd come back on a Sunday, so they were missing at least Thursday and Friday classes, if not part of Wednesday's classes. That's difficult.

What sports were available to women when you first came to UNR?

I think we may have had seven women's sports at the time. I know we had swimming and diving, track and field, basketball, volleyball, and perhaps skiing. Track and field may have counted as three, which is an interesting thing to me. It always has been in the NCAA, because they include cross-country, indoor track, and track and field. You had a lot of those athletes cross over during seasons, but they have individual NCAA championships, so I think that's why they count as three. I know softball was brought back, which was a real positive thing. They added rifle team and soccer, and I think those were very good moves. Golf also came back. So you had the addition of women's programs as a result of Title IX, and Nevada was able to provide student-athletes of the female gender more opportunities to participate and compete.

Can you tell me about your memories of the men's track team being cut?

I just remember there was a lot of disappointment, not only in the community, but even within the department. I think as it came out, it was considered the women's fault that we had to

drop men's track to have Title IX equity, and I think sometimes that can be a misperception, also. I was saddened, because I don't like to see opportunities taken away from male student-athletes, because I think athletics really is one avenue that makes a tremendous difference in young people's lives. Certainly academics are most significant, but if you're involved on a college campus on a sports team, you're learning so many life skills, so many things that are going to be critical to your success in careers and with family, and so many of those things that you can't get anywhere else, really. So I was very disappointed.

I know there were a lot of people in the community that were very, very upset, many who had ties to the men's program. I think the way it was brought out and some of the comments that were made from the administrators really made it a negative toward the women's program initially, which I don't think was the way to go about it. It was all a number thing. If you look at Title IX and sheer numbers, you almost should set football aside, but yet you can't because of the numbers of scholarship athletes on a football team. I mean, you're not going to be able to generate those numbers in any female sport.

Were there any clarifications with Title IX that directly impacted UNR?

No, there were just things that I had to fight for like people before me had to fight for and our staff fought for to ensure that our student-athletes on the women's sports side were treated fairly. I know when I first came, the facility was an issue, and I said, "Well, we're going to be in Lawlor. That's where we need to be," and that was honored. I think before I got there the budget was not adequate for the women's side. I mean, they would barely eat at McDonald's, and they traveled in vans.

I said, "The men travel on planes, and they travel in buses. That's what we're going to do. If we're not going to fly to Fresno, we're going to take a charter bus, because, number one, you're asking your student-athletes to perform on the court, and their first priority is to be a student, and traveling in three

vans across I-80 in the winter can be dangerous. Coaches are tired and we're the ones driving." We had to overcome some of those things and get more money in the budget, so that we could travel to put our student-athletes at the best advantage to succeed in the classroom and on the field.

I do remember my players coming to me and saying, "Why do the men get a larger stipend?" Most freshmen lived on campus, so with a full scholarship they would get their tuition fees, and room and board paid for. They'd be living in the dorm, eating on campus. After their freshmen year, they were given the option to live off campus, in which case they got a stipend to cover the room and board portion. So I was told the male student-athletes were getting a larger stipend, and I asked them if they were sure and to clarify that. Student-athletes, you know, they talk. The men would come to the women's games. The women would go to the men's games. They're peers and they have a connection there. So they had no reason really to lie. I remember addressing that with Angie and with Chris Ault, and initially, it was, "Well, that's not the case."

Then it was, "Well, yes, it is the case."

Then, "Well, maybe the male student-athletes eat more." [laughter]

I said, "Really?" I had to deal with things like that, that really actually made no logical sense. Ultimately, the female stipends were equivalent to the men's. I don't remember what the difference was, and it didn't have to be a significant amount. That it was different was really enough, because the men's teams also had other things in place. Football, for instance, had a training table where they—I don't know how many times a week, or if it was once a day—they had a free training meal. I know the beef was flown in from a ranch or a farm, so they weren't paying for that meal out of their stipend, and my student-athletes didn't have those same opportunities. So those things, just small things. But looking back, things that definitely needed to be changed and maybe weren't so small in the greater scheme of things.

Was the stipend based on what they would have been required to pay if they were living in the dorm?

It was kind of the equivalent of that, but I don't know how they calculated it. It may have been equivalent to what it would have cost to be in the dorms. It may have also been slightly less. What student-athletes did was just like any other students on campus. You're not going to go and get an apartment on your own and incur that cost. You're going to go in with two or three friends and do what works best from a fiscal and financial standpoint.

I think each school kind of mandated that, if I'm not mistaken. Obviously, I wasn't on the administrative end of things. I think students at USC probably got a larger stipend than students at Nevada. They had more monies in their department overall. But I think there was some limitation. Obviously, you're not going to give a student-athlete \$2,000 a month. That would be definitely a violation. I think there have to be some restrictions, whether that's a guideline based on what your normal room and board would cost, I'm not sure.

Different chroniclers that we've interviewed have mentioned that by the early 1990s it was more acceptable for a woman to play sports. Would you agree with that?

Oh, definitely. I think I even found that in my own playing days. In the early 1980s, I think it was already much more acceptable. Definitely. I think not only acceptable but somewhat applauded, you know, that this was wonderful that women could compete in sport.

There were a *lot* of things happening across the board. There were so many women in leadership positions and women that came before me, pioneers in athletics and different sports—Billie Jean King. You look at those pioneers that started bringing to light to people that women could compete, and they could compete against the men if they wanted to, and that that was actually a very positive thing.

Do you think that there are still negative connotations for female athletes?

I think some people will always look at women in sport negatively. It depends on their perspective and maybe their background. There are maybe still some old-timers or old-school people that feel that way, but I think it's very few and far between. I don't think there are really that many stigmas attached.

Again, I think there are a lot of people that are tremendously supportive, and I think now it really starts at a young age. Youth sports programs now include the boys and girls. In fact, my daughter played when she was five on a soccer team with boys, so the boys and girls played together before they split. I think all of those things certainly help, from a sociological standpoint, boys learn to be more accepting of the fact that girls are right here playing with them. T-ball does the same thing when boys and girls young. So I think those things have changed.

You're always going to have people that aren't supportive or that don't think it's feminine—a woman can't be feminine and play sports. I really think, though, there are far fewer of those individuals today than thirty years ago. Most people, I think, realize it's just a positive thing in a young person's life, particularly a young woman's life.

At UNR, when was the shift from Division I-AA to Division I-A?

That was actually prior to my time. From my understanding, the sport that was mostly affected was football. You know, football leads the way in athletic departments in terms of decisions that are made, especially conference decisions. Is changing conferences going to be for the betterment of our entire program? You'd look at that. I think football clearly is the one indicator when those changes are made. I think by the time I got there, we were in the Big West, and they'd made that transition from Division I-AA to Division I-A. I remember in the I-AA days they had the playoffs, and I know Nevada did very well. I mean, Chris Ault has always been very, very successful.

Do you think the shift from 1-AA to 1-A had been beneficial to the women's teams?

Absolutely. I think the conference affiliation change from the Big Sky to the Big West was very positive. I actually felt that maybe our best bet would have been to stay in the Big West simply from a cost-point perspective and from a competitive nature. But I think that, again, was probably football-driven. At the time in the WAC, you had SMU, Rice, Tulsa—some very good football programs that had national recognition. SMU unfortunately had some negative national recognition when it was given the death penalty for illegal recruiting violations for the football program, but that was even before we joined the conference. It was really a strong football conference.

I think probably the conference that Chris Ault thought would have been the very best affiliation for us would have been the Mountain West Conference. It had good television exposure, schools closer in proximity—Air Force, Colorado State, Utah—but that wasn't an option. They took UNLV, and I think at the time we were hoping that they would take both us and UNLV, but they didn't.

Sometimes conferences have great television contracts. It's all money-driven, market-driven, and they don't want to share that if they don't have to. So we went to the WAC. Certainly, I respect Chris Ault in the decisions he made. I think at the time that was something he felt needed to be done. I was very comfortable in the Big West before we took that jump. Maybe it would have been better to stay, but who knows. I've never believed in looking back. You always look forward.

Do you know if there were any facility upgrades that needed to happen to move into the WAC?

I think they had to do something with the football stadium in terms of number of seats. I don't know if that was specifically related to going into the WAC, but I think the stadium had

to be able to hold 30,000 people. Again, I'm not a football coach. I didn't focus on those things. I was pretty consumed with basketball. I know they built sky boxes and did some of those things, certainly, to make the stadium more appealing.

Women's basketball was fine. Lawlor Events Center was more than adequate. We could hold regionals, or any portion of the NCAA tournament—except we have gambling in our state, so they don't usually allow us to host NCAA events. [laughter]

You know what, it never would have occurred to me, and it makes sense. That's funny. I want to go into more kind of basketball specifics because obviously, you're a basketball coach. [laughter]

Yes. It seems like a long time ago now even though it consumed twenty years of my life. When I got to Nevada in May of 1993 the women's basketball program was struggling. There had only been one winning season in seventeen years, so I knew it was going to be a challenge to build the program. But I believed if we could get the right student-athletes in place and get them to believe that they could be a part of something special, then we could do it.

So did you have any time for recruiting?

Not for the following year. Pretty much it was done—what we had was what we had. So we had to hit the recruiting trails hard for the following year. I thought the team played very hard our first year. They were just outmatched from a sheer athletic standpoint. We recruited seven new players for the second year, five freshmen and two junior college transfers, and we ended up starting five new players. We either started five freshmen or four freshmen and a junior college transfer that was only a sophomore the second year. So the growth was slow. I think we went from winning three games in our first season to ten games in the second season in a conference that had Santa Barbara, Hawaii—some very good teams. Boise State was also very good.

Then the third year two of our starters were out with injuries for the year—Carissa Meyer and Kristen Grebbing, one with a knee injury and one with a foot injury. So they had to red shirt. Two years later we went on to win a Big West Eastern Division Title. We went nineteen and nine. Then the following year we played in the pre-season NIT, but having lost all of those initial recruits to graduation, so we had a little bit of a down year. Then the following year we won nineteen again. Our first year in the WAC we won sixteen.

We did a lot of building. There was a lot of growth, helping young players develop and mature. So it was fun from that standpoint. It was definitely very fun and also very challenging. [laughter]

When you started, how many scholarships did you have that you could offer?

Gosh, that's going back because things have changed. I want to say both men's and women's basketball teams had twelve full-ride scholarships to offer. I believe we had all twelve. The NCAA later changed the number you could offer because of Title IX issues and equality. They wanted to get more women involved. So what they did with basketball was that women were allowed to have fifteen players on scholarship, and the men thirteen. A lot of times we were told, "You need fifteen players on scholarship, because our numbers need to mesh." And that made it even more challenging. I think, from a coaching staff perspective if you *had* fifteen players on your roster. At the time, the Big West had a rule that you could only travel twelve players. I remember one year we had two players that were red-shirted with injury, and I still had to leave a player home, and that was the hardest thing for me to do. Here's a player that's at every practice and at every home game, working as hard as anyone else, and you had to make a choice as to which player you would leave at home, because the Big West had this rule. That was not fun at all.

Were you limited in how many in-state versus out-of-state scholarships you could offer?

I think at the time that was the difference probably between some other programs that were really, truly, fully funded. To still stay within the budget, I think we had some in-state requirements that we needed to meet, or the WUE (Western Undergraduate Exchange) students from California or Alaska would count as an in-state student. So whether it was northern California or Alaska, in order for us to utilize our scholarships well, we had to recruit those students. At the time, really, the girls' sports programs at the high school level were not very strong in Nevada, but a lot of pressure was put on us to recruit in-state student-athletes. At the same time, though, we also had the expectation of winning, so it was very difficult.

We were fortunate to get some very, very wonderful student-athletes who were talented, had great work ethics, and were wonderful local players. Carissa Meyer from Bishop Manogue was certainly one of those—just an amazing student and athlete. There was Tory Clark, who was a joy to coach. Kate Smith became one of the most recognized players in the program's history. There were quite a few. I don't want to forget any, but there were some local players that really helped us build the program, which was good, and certainly there were a lot of out-of-state players, as well. The majority probably were from out-of-state.

Could you break up scholarships at all?

We didn't. I know there were some sports programs that had to. I know track and field and some of those head-count sports, as they were called, would give partial scholarships. We either had full scholarships or opportunities for walk-ons. I suppose if I had wanted to, I could have provided a walk-on with just tuition for a semester, if I had a scholarship still available or do something like that, but typically, ours were all full scholarships.

Were you using waivers at all in lieu of scholarships?

We were given that opportunity. We fought at the legislature for a lot of things and were given monies, which I think were clearly critical



Ada Gee coaching Carissa Meyer in Lawlor Events Center, March 1998 (courtesy of Reno Gazette Journal).

in the growth and development of the women's sports program. I remember the waivers helping tremendously.

During your time at UNR, did you always have the full complement of scholarships that you were allowed?

My first year or two, I'm not sure, but I think we did. I may have also had to use some waivers or become creative. For the most part I can't really remember being restricted based on scholarships compared to any other women's basketball program in the country.

How did having the scholarships available affect recruiting?

Recruiting is about winning and building your program, because that's where players want

to be—they want to be a part of a successful program. Certainly, having scholarships just put us on par with all of the other programs that were able to provide those scholarships around the country and around the West Coast and within our conference. I think it was something we definitely had to have. We weren't going to convince anyone to come and play for free when they were going to be given an opportunity for a full-ride scholarship somewhere else. It's just a part of sport for as long as I've been in coaching in terms of the entire recruiting process and scholarships.

Was UNR doing any basketball camps to build the pool?

We actually did basketball camps. I loved summer camp. A lot of head coaches don't really

enjoy summer camp. [laughter] We had a huge and successful team camp where we'd bring players over from California with their teams. We also had individual camps, and I think we let players start as early as seven, because I thought that was really important. I think it was a good way to network with the community by providing that opportunity to teach young girls the game of basketball. Our philosophy in our camps was we're going to teach them basketball skills and help them improve, and we're going to make sure that they have fun and want to stay involved in basketball or certainly in sport as a young woman.

We were able to keep some of those monies from the camps to supplement salaries. I tried to really supplement assistant salaries with those opportunities. I think the camp was always a very positive experience. They weren't really for recruiting, though. Stanford and those programs that are in the top twenty, they'll run elite camps and bring in elite student-athletes that they're recruiting to get a chance to spend some time with them for the week, but we really didn't do that.

I did recruit one wonderful human being—Katie Golomb. I remember she came to our camp. She was just a sweetheart, and a long, lanky, real talented young lady with just tons of potential. I remember when she left, she said, "Do you think there's a chance I could come to the University of Nevada?"

I think she was just a sophomore in high school, or a freshman. I said, "Absolutely." We followed her progress through high school and recruited her, and it was just a really neat story. She, too, had a very successful career and was instrumental in our success.

Has the pool of athletes locally improved over the time that you were at UNR?

I think it depends on any given year. I know they're providing more opportunities for young basketball players in our area. They have options in terms of competing in summer programs that travel to tournaments where college coaches can see them, and they can gain some exposure. I think there may be some more Division I level players

now than there were when I coached, but there still isn't an over-abundance of them. California, Texas, some of the bigger states have maybe some better youth programs and better high school programs, but I think it has definitely improved here.

Would you say that that's related with the improvement of athletics in general for women?

I think just opportunities—maybe being able to participate in the NBA (Nevada Basketball Academy), Jam On It, the Ballers, which are three local developmental organizations here now. While they still have a lot of boy's teams that travel, they also provide those opportunities for girls. So I think that's going to be something that we see which will continue to improve the capabilities for young women, enabling them to have opportunities to get scholarships.

While you were there, what type of budget were you working with?

I know it was a small budget. We always had to get it to balance, if possible. Some years we were able to, and some years we weren't. We'd have to generate other funds. So the budget grew. That was one thing that certainly I fought for, one thing that Angie fought for, and one thing that Chris Ault helped us change through Joe Crowley overseeing everything. It was a slow process. It's very difficult, and at the University of Nevada, as a lot of people have probably shared, a lot of the scholarship dollars and budget money doesn't come from the state. It comes from outside sources, which makes it even more difficult in terms of being able to fundraise and get donors behind you and supportive of your programs.

I don't remember what the numbers were, if it was 70 percent of our budget that came from outside sources versus state revenues, but it always made it a challenge. A challenge certainly for Chris, a challenge for Angie, and a challenge for us when we felt we needed more in terms of travel and recruiting monies and those key things.

We were very blessed and fortunate when Kristen and Skip Avansino from the Wiegand

Foundation gave a million dollars to the women's basketball program. They really believed in us and our goal, our vision, and where we wanted to be. Unfortunately, we never quite got there in terms of being a top twenty-five program, but that money helped in terms of the things that we were trying to do—provide opportunities for student-athletes in terms of trying to direct the program in that way and that manner.

Was the budget at any time really inhibiting to you in terms of being competitive?

Initially, I remember it was very difficult, and we had to really manage it in terms of team travel, monies, and the per diem—making sure that we were within our budget. That was something that we were expected to do, and that was very important. But the budget and salaries and all those things grew considerably in those ten years. I think we made great strides, and we fought a lot of battles.

We had just tremendous outside support. Dixie May was another donor that gave significant amounts of money towards scholarships for the females. By freeing up some of that, I think they were able to do some different things with other areas of the budget. With Lynn Bremer providing the student academic center a lot of positive things were happening; a lot of wonderful people were really in support of the program. I know that the Reviglios from Western Nevada Supply—Rick and his dad—have always been wonderfully supportive; as were the Caranos and John Ascuaga. Where your budget didn't make it, they were always helping with pre-game meals or sponsoring our holiday tournament and doing things like that. They were just really coming together as a community to get behind the Wolf Pack, which was, I thought, really wonderful.

Within the Athletics Department, Angie was our go-to person. She had to fight a lot of battles, and she got, I would say, beat up pretty badly sometimes. But she's a fighter. She continued to fight and pray and believe. I think good things happened, particularly when we went to the legislature, and we had student-athletes and coaches

speak to the legislature about the fact that young women deserve these opportunities, not only from a standpoint of competing, but to be provided the same opportunities to succeed that the men had.

Can you tell me a little bit more about your mom enrolling you in soccer when you were a kid?

I often tell that story, and I think at such a young age, it had a tremendous impact on me as a young girl by seeing no barriers, so to speak, because my mom saw no barriers. They said, "Girls can't compete."

My mom said, "Why not?"

That taught me a lot about life—having strength and courage and not seeing a barrier as a barrier if it shouldn't be, and that you can overcome those things. So I was just grateful. I hadn't even thought about it in terms of playing soccer, but I was always actively involved in sport as a young girl. I think my mom thought I would gain just as much from the experience as my twin brother. Looking back on it, I really didn't appreciate the magnitude or the impact that it had on my life at the time. I'm just so grateful that my mom was wise enough and sage enough and *courageous* enough to ask that simple question.

So I competed in fourth and fifth grade in soccer in Colorado Springs with the boys. It was funny because when we would play, my mom was on the sidelines, and she would hear this rumbling because I had a cute, little, short, pixie cut. They'd say, "Ada, that's not a boy's name. Is that a girl? Oh, it's a *girl*!" [laughter] I was very, very competitive, so I liked to score a lot of goals and was very aggressive. I didn't want to be shown up. So not only was I a girl, but I was fortunate enough to have a good coach and have some success.

I played forward. I was actually right, inside forward, so I got to score the goals. At the time, there were forwards and halfbacks, full backs, and the goalie. Now, of course, it's been a while. How the game has changed! [laughter] You've got your strikers, and I can't really keep up with it. But I suppose I'll have to, because Taylor really loves soccer. Taylor is my youngest daughter, who's seven.

So you walked into the office, and your mom was signing up your brother, and she turned to you. Did it surprise you when she looked over and asked you?

I think I was a little bit surprised, because we'd gone with the intent to sign Philip up. I hadn't even thought of playing soccer, because we knew there wasn't a girls' league. So I guess as a child, I wouldn't say surprised. I suppose I was probably more excited when she asked the question, thinking, "Wow, is that a possibility?"

My mom loved sport. She grew up in Germany and didn't come to the States until after World War II when she was twenty-eight. She would swim in a lake near her house, near Chiemsee in Rosenheim, and she'd bike there. She'd swim across the lake and back. She skied and did a lot of those sports that, I guess, women could do at the time. But she was always very physically active. She never had the opportunity to play a lot of team sports, but she encouraged us to ski, to play tennis, to swim. She certainly encouraged us with the soccer. She felt that physical activity was really important for all of us. She was an amazing lady, definitely one of my greatest heroes.

Can you tell me more about Ray Lutz?

Ray Lutz was the PE teacher at Stratton Elementary School. When I was inducted into the Colorado Springs Sports Hall of Fame in November 2006, he was one person that I mentioned as being so important and influential in my life, because he gave me the opportunity as a fifth grader to compete on the sixth-grade basketball team. We had track and field days. He just exposed us to a lot of different things as an elementary PE schoolteacher and didn't treat the girls any differently than the boys. I look back and realize that he was truly one of my early mentors in terms of guiding me and letting me know that athletics is a good thing. He also taught me gymnastics—to do back handsprings and back flips, and we had competitions. So it was really a great time in my life. I was very fortunate and blessed to go to that school and have him as a PE teacher.

Are there any other coaches or mentors that had a really positive impact on you?

I think Laura Golden made a big difference in my life. She was my college basketball coach. She was a very classy person, and knew the game of basketball, loved the game of basketball. She just had a wonderful way with student-athletes, was an excellent coach, and very respectful of us as human beings. She saw the whole picture in that it's not just about basketball; it's about really helping us to learn life skills.

Did you feel Colorado College was unique in terms of athletics when you were there? Was it a little bit ahead of its time?

No. For the division we played in I think we were probably similar to other like programs. The difference was we had Laura Golden, who was just an exceptional coach and a wonderful human being, and that probably made the experience what it was. When I was able to obtain a partial scholarship as a senior, due in large part to Title IX, and to the fact that we had the Division I ice hockey team—they had to provide monies to female student-athletes as well—I think that was happening at the same time throughout women's intercollegiate programs around the country.

How did the policies of the AIAW compare to the NCAA?

I thought the AIAW was a wonderful organization as a student-athlete. Then by the time I finished my playing days, all I knew in coaching was the NCAA, so I never experienced it as a coach, just as a student-athlete.

Has the NCAA changed a lot over the years in terms of what it regulates?

Oh, definitely. There are growing pains with any organization. I think it's changed a lot, even now that I've been out of coaching for four years. But during my twenty years in coaching, they would come up with new restrictions and

regulations. I remember one year, they tried to mandate the type of stationery that you could use. It couldn't be two-color; it could only be one color. As they saw it, they didn't want to give any university an advantage. For instance, there were Division I programs that had a lot of money. There were Division I programs that really didn't have a lot of money. So they were trying to make it an equal playing field from that standpoint. We thought as coaches that it was ridiculous in terms of whether it's one-color or two-color stationery or letterhead, so that rule went by the wayside.

Probably the biggest area that has changed would involve student-athlete eligibility. When student-athletes come out of high school, what curriculum have they taken in terms of core courses and what are their test scores? Are they actually eligible to compete? I know during my last years in coaching, they also wanted to monitor the student-athletes' progress in college. A student-athlete has to have a certain percentage of their curriculum toward their degree completed after their freshman year, sophomore year, junior year, etc., or they're not eligible. I think that is a real positive thing, because it certainly trains young high school student-athletes and even middle school students that grades are important.

With a lot of athletes, particularly on the male side, there's always been the problem with them thinking, "I'm going to play professional baseball. I'm going to play professional football or basketball." (Now women have the opportunity to play in the WNBA.) I think you really need to continue to steer student-athletes on course in their education and help remind them that you're here for your education first. Even if you have an opportunity to play semi-professionally or professionally, at one point it's going to be over, and what are you going to do without a college degree? You have a wonderful opportunity. I always said, "Student precedes athlete for a reason. You're a student first; you're an athlete second."

Does the NCAA allow students to only compete for four years?

You have five years to complete your four years of eligibility. So if you have an injury, or if for some reason you're not able to compete during one of those years, it gives you a little bit of leeway. It's interesting. When I went to school, we all finished and got our degrees in four years, and now a lot of students and student-athletes are taking five years to graduate. I guess I don't understand it just from my academic background. [laughter] I think you can get it done in four years, especially if you're on a scholarship or if your family's providing you the monies to get your degree. I think you should be able to graduate in four years unless there are extenuating circumstances.

I did have student-athletes take advantage of the fifth year. They might have had a red-shirt year because of injury. Maybe they tore an ACL. Unfortunately, we had several of those, so they'd be rehabbing for a year before competing again.

The NCAA mandates the number of scholarships that we can have. They mandate our playing seasons, our practice seasons. Before the late 1990s, I want to say you could never work with your student-athletes until your season started on October 15th. They changed that, then, to the Saturday closest to October 15th. That was the first day of official practice. We would not be able to *ever* work on developing our players basketball skills. I thought that's really almost a travesty and injustice, because they're here because they want to get better and compete at the highest level.

Eventually, they allowed us not only to have pre-season conditioning, but we could have a certain amount of weekly hours to work with student-athletes on the court before the actual first day of team practice, but you couldn't have more than three or four players in a session. They didn't want coaches taking advantage of the situation and just starting practice the first day of school. They did get that extra time, which would be valuable because you could actually finally start working with your players in helping develop individual skills. Unfortunately, I think some coaches were probably in violation of the rule, but certainly, we never did that. We had the highest level of integrity.

Do you feel that there was a time when the NCAA wasn't as concerned about the student part of the student-athlete?

No. I think the NCAA, from the first time I began coaching, was always concerned with the student side of athlete. Certainly it's big business with regard to the amount of monies that they make and generate. There are some people that say, "Who's watching the NCAA? Who's mandating what they do?" They spend an inordinate amount of money on putting on wonderful championships for the student-athletes and the fans, and obviously using their monies in other ways.

They've always been concerned about education, and I think the emphasis grew even stronger when they started to do studies that showed student-athletes weren't graduating. They're competing, and then they're walking away and not getting their degree. That's a real concern. They even looked at minority student-athletes and who was graduating, who was getting the support, and who wasn't. Student-athletes make a commitment to you, but you're also committing to them. While they have to be self-motivated and do it on their own, you want to give them every opportunity to succeed that you can, and, ultimately, that ends with a college degree.

How many of your student-athletes wouldn't have been able to go to college if it wasn't for the athletic scholarships they were getting?

A third at least, maybe even up to a half. A lot of our student-athletes came from families that were in a divorce situation or where there was only a single parent. Everyone varied, but I know there would have been a good number of them that maybe wouldn't have been able to afford college. Athletics provides that opportunity and that avenue.

How long was the basketball season?

Basketball season is long. We'd start October 15th, or now the Saturday closest, and we would

go all the way through the women's Final Four which usually was the last weekend in March or first weekend in April, as it still is, so it's a very long season. Baseball, I think, has got to be the most challenging for student-athletes, because of the travel and the length of the season. It's not easy being a student-athlete. I really had a lot of admiration for our players and felt very fortunate and blessed, because we had some wonderful young women come through our program and graduate. When you're on a full-ride scholarship in basketball or volleyball or whatever the case is, you're not able to have time for anything besides your academics, your studies, and the sport. It's very demanding in that sense.

There are some student-athletes that have played two sports before at the Division I level and done so very well. I remember UCLA and Stanford had several wonderful two-sport student-athletes. Even at the University of Nevada we've had a few that have been able to do that, but it's very difficult.

I remember I played two sports, but I played at Colorado College, which was a Division III program in the AIAW. I think at the Division I level even then it would have been very difficult. There have been a few athletes on the male side and the female side that do it and manage it well, but usually they still have one sport that's their priority.

Natalie Williams at UCLA was an all-American volleyball player and tried out for the Olympic team. She also played basketball and was just a wonderful player on their basketball team. Even at Nevada, I know we had several players that did, but you've got to also be in agreement with the other coach. If we'd have a volleyball player that wants to play basketball, by the time volleyball season ends in November, they've already missed the first six weeks of practice. Those weeks are critical in terms of learning the systems, learning offenses, in-bounds plays, the defensive system, and really jelling and building rapport with the team.

Typically, what would be your game days?

We'd play Thursday nights and then sometimes Saturday afternoons, sometimes Saturday nights.

Then we went to a Friday/Sunday schedule. That was difficult sometimes. Even if you played Sunday afternoons, some of the locations where we'd play made it was difficult to get back home on a Sunday. So I would say we either played Thursday/Saturday or Friday/Sunday in the Big West. We did make a switch. Then when we were in the WAC we played Thursday/Saturday.

What sort of things did you do with the athletes in the off season?

In the off season I liked to do things when they first came back to campus, and you had your new freshmen on board. I always tried to do something with the team to get them off of campus, so we could be in a different environment and spend some time getting to know each other.

We'd usually go camping in the fall one weekend before it got too cold. [laughter] We had a lot of stories, a lot of great times, a lot of pictures and memories. I'm sure for some of the student-athletes, it was the first time they'd camped. We'd go up to the lake, and they'd learn how to make s'mores. Some of them had never made s'mores or had a campfire. Others had obviously had those experiences, but it was always a lot of fun. I think every year was wonderful, with the exception of the one year that it rained, and we were drenched. [laughter]

We did team building activities. I took them to do a ropes course and we did different things like that to enhance team-building and rapport. We'd have the team over for dinner occasionally at our house, and when we had recruits coming in, we'd do that just to get them off campus and in a different environment. We tried to make it as much of a family as possible, because most of them were a long way from home.

Did you have expectations of the athletes in the off season to do conditioning on their own?

Absolutely. They all had summer programs. Again, it's a huge commitment on our part and theirs. They were given a summer workout—they were expected to work out at least five days a week, and it would be very specific in terms of what they

were to do with ball handling skills and shooting and conditioning. In the weight room we'd work with our strength coach and trainers, and we'd put something together with a running program so that they would be in shape when they came back.

As soon as they came back to campus, once the NCAA allowed us to start pre-season conditioning—basically, once the first day of school occurred—we could begin. I'd usually give them that first week to kind of settle in and acclimate, and then we'd start. They had to be ready for that, or you're looking at being prone to injuries when you hit the track and begin conditioning. So they always had a pretty balanced and intense summer program.

Who were the team's main rivals?

When we were in the Big West, UNLV was always a rival just because they were the other in-state, Division I institution. I think a little bit too much was maybe made of that, but they were certainly a rival. Probably our biggest rival, because they're the team that we wanted to beat—we were starting from basically the bottom up when I took the program over—was Santa Barbara. When we finally beat them, we knew that we'd really started to get to the point where we really wanted to be with the program. We kind of hit that bar of excellence. I would say that Boise State was always a big rivalry. There were others, but those were probably the two biggest ones.

Then when we went to the WAC we were transitioning and we didn't know anything about an SMU, a Tulsa, a Rice, a TCU. Originally we didn't have a sense of rivalry with them, because we really didn't know them. Eventually, I think in the WAC our players probably sensed that there was a big rivalry with University of Hawaii for whatever reason and maybe San Jose State to an extent. It was a little bit tougher to have those rivalries given the demographics of the conference.

In terms of recruiting, when did students sign? How early did you know what your team roster was going to be?

You have an early signing period in the fall, and then you had a late signing period in the spring. So our goal was in the fall to sign our recruiting class, if possible, whether we had two scholarships or four scholarships. We'd try to get the very best players to sign in the fall of their senior year, so we would know then the following season they'd be freshmen enrolling in our program.

We started the recruiting process as early as eighth or ninth grade when we saw them on the road. The NCAA mandated what you could and couldn't do. We used to be able to write cards feverishly, so we'd be in these gyms for four weeks in a row chasing kids and coaches. We'd write notes, and I remember coaches writing, "Great game," and then someone hit a shot at the buzzer, and they didn't win the game. So they'd have to write another note, and everyone would deliver it to the summer team coaches. Then the NCAA changed the rule and said, "No, no more delivering notes in the summer recruiting period. It's too much." Then coaches started faxing them at their hotels. I don't know if they still allow the faxes—probably not. So, they were just crazy ways that coaches would try to get kids' attention.

There was a certain timeframe when you could actually initially write them. There was a certain time period when you could actually make contact by telephone, and that was mandated with one call a week. Again, all these rules are things that unfortunately some coaches really took advantage of—the ones that didn't have integrity. But you would hope to sign them in the fall, because that's when everyone was typically going to sign.

And when they signed in the fall, would they have more time to prepare to be ready the following fall?

Yes, they would, but really, they're a senior in high school, and they're still having fun and their commitment is to their high school coach and team. We wouldn't really expect anything of them until that summer before they came in, and they'd be given the same summer program as our returning players. You could still sign

kids late. We signed some young women late that ended up being very good additions to our program. You may have an injury, or someone may transfer for whatever reason, and then you have another scholarship come available. A lot of the junior college student-athletes would typically sign in the spring. They'd wait and see how their second year in junior college went. If they could draw more attention from more schools, it gave them more opportunities. So usually you sign the high-schoolers in the fall, though not exclusively. Any junior college player we signed was typically signed in the spring.

How many games a year did you play?

When I left, twenty-eight games. I think your conference tournament counted as one of those twenty-eight games. After the conference tournament, if you either win your conference or win the conference tournament, that gives you the NCAA automatic bid. If you'd get an at-large bid, any play after that was above and beyond the twenty-eight games.

How many of those games would be conference games?

It depended on the conference and how many teams there were. It was tough, because we went through changes. You might only have eight teams in your conference, so sixteen of your games would have been conference games because you played everyone home. You'd then have to schedule all the non-conference games, which was never an easy task. We'd play UNLV every year. We'd go there one year; they'd come back the next year.

But it would give you an opportunity to go play in tournaments. My last year we went to the Alaska Shootout, and we won that, which was great. The University of Nevada's flag and banner will always hang there with everyone else who's won the Shootout on the men's and women's side. We'd play in tournaments or schedule single games to fill those slots, whatever was best for the team.

You always tried to balance away games. As a head coach, you want as many home games as you can possibly have. With your non-conference schedule, usually you're going to play an opponent at their place, and then the next year they're going to come back and return that game at your place. So typically, it would be balanced. We would have maybe fourteen home games, thirteen away, or thirteen home and fourteen away, and then the conference tournament. We'd try to split it right down the middle every year so you had at least as many home games.

On that Thursday/Saturday schedule, would you try to do two away kind of in a row and maybe two home, or was it either/or?

Well, Thursday/Saturday was strictly once we got into conference play. During the conference schedule, we would be home one week, so we'd play at home on a Thursday/Saturday, and then we'd travel the next week on Thursday/Saturday. And you'd always play against travel partners. For instance, Hawaii and San Jose State are travel partners, so if they were playing at our place, we'd have San Jose on a Thursday, Hawaii on a Saturday. When we'd go there, we'd have Hawaii on a Saturday and San Jose on a Thursday. So you'd always play against travel partners. When you played your own travel partner on either the Thursday or Saturday, you'd have a by game or a rest day—this would be the one week in the conference season where you'd only play one game.

We had a full-time trainer that traveled with us. I'm trying to remember if we had someone travel with us the first year. I think we did, actually. That was something I had asked for. I don't know that they'd had that prior to my coming, but we always had a trainer travel with us. I think that's critical. If you've got injured players or people that are sick or battling bugs, you want to have someone that's going to be able to take care of them. Not to mention I don't know anything about taping ankles. [laughter] That's not my area of expertise. So it was great to have the trainers—a very critical part of any staff. We had one trainer that was assigned to women's basketball, so that

our team could really develop some confidence and cohesion with that person. We had some great trainers. We had a lot of fun on road trips.

How did the financial situation for basketball change over the time that you were coaching?

I think it changed tremendously. I don't remember specifics in terms of what our overall budget was. As the head coach, you have to make decisions. What's going to recruiting? What's going to equipment? What are our needs? Salaries grew tremendously, and a lot of that was from fighting battles. And really, in women's sport, there are still great strides to be made, even though great strides have been made. You have to be appreciative of those strides, but you have to pick and choose your battles. As a head coach, you have to fight for your program, but you can't pick every battle. You have to decide what's most important and what's going to really benefit your student-athletes, your staff, and your program the most.

I can't take credit for everything that happened. I tried to lead the way, but you can't do it without a great staff. You can't do it without great leadership—Angie Taylor and Joe Crowley just making things happen. Angie was just amazing. She grew so much in the ten years that I was there in the things she fought for and the type of support she generated—we helped Angie establish Pack PAWS and get all of that support from the community. And Joe Crowley was just an amazing human being, an amazing president, and he just really got it. Those things were so important in the growth of the women's sports program at the university.

I'm almost embarrassed to ask this, because I should know, but when did Joe retire?

You know what? [laughter] You shouldn't be embarrassed to ask, because I don't think Joe's ever retired. When he retired, that would have been five years ago. Dr. Lilley was there for at least three if not four years, and Milton Glick just finished his first year. So it would have been 2002 or 2003, and then he went to San Jose State to be their interim

president. They wanted to keep him on board, but he had committed only to one year, because he said, "No, Joy's letting me do this, and that's it." I know he is still teaching, and he also wrote a wonderful book. I don't have a copy yet. I have to talk to him, because I'd love an autographed copy. But he wrote a history of the NCAA and athletics. Joe's one of my heroes in life.

I ask in part, because I was wondering if you've dealt with John Lilley, at all.

You know, the transition there was not a good one. I mean, how do you follow Joe, honestly? Just a remarkable human being, I felt, a great leader, very fair-minded, willing to give people a second chance. I don't want to make that comparison, but I always said, if anything, one of my greatest strengths was also one of my faults, in that I believed in people so much I'd give them a second opportunity and a third, and sometimes people have to want it for themselves. But I think Joe was always very fair-minded in how he led the university and was so involved in every facet of campus. We'd see him at every women's basketball game, and he'd be at the swim meets, but he'd also be in the Music Department supporting those students and the Drama Department when they had performances. I mean, Joe is just an amazing human being.

I think John Lilley—this is my perspective—came in, and he was immediately an advocate of change. He didn't take time to get a feel for the pulse on campus. From my discussion with people on campus, whether it was deans or professors, I think campus morale really took a shot under Lilley. He wanted change for change's sake. Not to say that all of his ideas were bad, but he wanted to see the university just grow very quickly. He restructured departments and really, I don't think, took the time to talk to people and get a feel for what they wanted and what was truly best. So I think it was an interesting time and certainly a short time. [laughter] He's at Baylor now.

Everything I've heard about Milton Glick and having met him, he seems to be a wonderful human being and leader. I think he is taking

time to get a feel for campus and the pulse of the people and going about things the right way. I think Lilley came in and didn't understand things, and boom, that's it. I think there were a lot of people that lost jobs and opportunities. He made changes that weren't really well thought out, kind of senseless. That's just my personal opinion. Joe is one of the most humble, down-to-earth men alive, and I perceived Lilley as being very aloof and arrogant.

What do you think were the main issues with visibility for women's sports?

Initially, we had no visibility. Those were some of the battles we had to fight, and a lot of people in the community helped us. Everyone loves a winner, so I think winning, as our program started to grow and take off, did a lot for that publicity.

I think through persistence with the media, the sports editors, and the writers, we finally got a beat writer that was going to cover us. They never traveled with us. They travel with the men still to this day. Steve Sneddon goes with the men, but no one travels with the women. I don't know if they perceive it as not being important, or if it's a monetary issue, but there are programs whose beat writers do travel with them. The writers, though, did a much better job then. It was tough, and since I left I think the coverage has gotten worse. I think you need to continue to open those doors as a coach; you need to be available; you need to be out in the public making a difference. I think it's unfortunate. The women do deserve more coverage, but we made great strides.

We were also very involved in the community. I've always believed in life that you are very fortunate, and you should always appreciate where you're at. I tried to instill this in student-athletes, that you're always more fortunate than others. Yes, we may go through difficult times, but we're going to get through them. It's going to make us tougher as individuals in our lives, whether it's basketball or life, and you need to really reflect outwardly. By giving back to other people in your community, you're going to gain

tenfold, and I think that was one thing that we did well.

I think people felt like they knew us. They could get a little closer to us than maybe to the men's program at that time. We'd do different functions, and we'd circle the court after games. So I think all those things helped our visibility, because people felt a little bit more in touch with our program.

How did fundraising for women's athletics develop over the years?

Well, we didn't have to do carwashes and bake sales. [laughter] That was a good thing. In junior high and high school I was a student-athlete and we did those things, but not at the collegiate level, at least not at the Division I level.

Fundraising is tough. As I said, Chris Ault had a very difficult challenge, as does Cary Groth, in that we don't get a lot of state monies. A lot of the fundraising—I don't know if it's 70 percent; it's just an incredible number—has to come from outside sources, so fundraising is always critical. I think Angie Taylor did a really excellent job, and Mary Conklin came on board and made a huge difference. I was very involved. Some of the coaches were involved in terms of meeting with people in the community, and we were fortunate to attain monies.

Obviously, I'm coaching a team, so some of it I'm not aware of or able to really affect, but there have been wonderful donors to the men's and women's programs. The University of Nevada has been very fortunate. Chris Ault really grew with the program from the time he played and became athletic director. You have to give him credit for being able to really generate some of those monies to make those opportunities possible for his sports programs and for the university's sports programs. Like I said, Angie also did a wonderful job in the community making a lot of those things happen, as well.

Also Dixie May, Lynn Bremer, the Wiegand Foundation—just amazing people—were really getting behind us and stepping to the plate when they really didn't have to, but they believed in

the cause of women in sport, women's athletics, and what all of us were trying to accomplish. I remember that with Dixie May, she gave a million dollars towards scholarships and endowed it so that it was going to be able to be tremendously utilized. I don't know how they had set it up. I was obviously coaching and not in the administration.

Kristen and Skip Avansino of the Wiegand Foundation really wanted to help women's basketball attain a top twenty-five status, and that was our goal. They gave just an unbelievable gift—unprecedented—not just in our conference or in our state. Really those type of gifts aren't given very often anywhere. So it was somewhat overwhelming, and our gratitude couldn't even be explained in terms of things it enabled us to do. My one regret is we never got the opportunity to be a top twenty-five program, but it certainly wasn't for lack of effort. But to have someone step up like that and provide those opportunities . . . Our team was able to do things like go on a European tour, things we wouldn't have been able to do. That was truly remarkable.

It was actually \$100,000 a year over ten years. It would supplement the budget, but it was to go for special things above and beyond—not to go into equipment, not to go into every day things. It was kind of mandated that the university would still have to provide the budget for the program as it normally had and would have to continue to cover recruiting, to cover team travel and all of the necessary things.

The donation would make it more enticing for student-athletes to come to Nevada by being able to go on a European tour and provide other things that were vital. It also helped with getting some state-of-the-art equipment that would help us with scouting and breaking film down for your staff.

Was there any sort of conflict or tension within the Athletics Department because these large gifts were given specifically for women's athletics rather than to the department as a whole?

I never sensed that. I think, when we were in the Old Gym, there was definitely a separation, and we didn't feel the support from Chris. I think

as we came to Legacy Hall, there was much more camaraderie. Eventually, as we started having success, Chris was more supportive. But I think he had a difficult task. He was athletic director and coaching a Division I football team—he was doing two jobs. But certainly, I never felt that there were any conflicts or problems there.

Initially, though, I think he did have reservations when we wanted to start Pack PAWS. That was Angie's brainchild and she really took off with it, along with the help of some really key people in the community. I think his concern was, and this is viable, that we don't go and nickel and dime or ask some of the same donors that are already donating strongly to the men's program through AAUN.

I think there were AAUN dollars that went to the women's programs. I don't know. I would hope that there were, that it wasn't just for men's athletics. I think it was for the whole Athletics Department, although most of it probably did go toward the men's programs. Chris' concern was just that we didn't turn donors off, that it was done very professionally and appropriately, and that you weren't asking the same people ten times to support here or support there. After a while that becomes a turnoff, and it doesn't make you look very professional or like you have your ducks in a row. I never talked to him about how he felt, but I think he was very appreciative of what anyone gave.

Do you remember when Pack PAWS was started?

It had to have been at least eleven years ago, because we had the Salute to Champions Dinner, and that was the fundraiser for Pack PAWS. Initially, it started as a black tie event. It's still a very elegant fundraiser, and it's been a wonderful event. We've brought incredible women in sport to speak. We had Robin Roberts. We had Jackie Joyner Kersey; she was the first speaker. Mary Lou Retton spoke. The list goes on with just amazing human beings and women in sport, so it's always a name that's going to draw. I know that each year we seemingly are able to generate more monies. I'm still involved in Pack PAWS on the

advisory board, and it still continues to be one of the premier events in the Athletics Department.

PAWS stands for the Promotion and Advancement of Women in Sport. Pack PAWS aims to help promote women in sport and help the advancement of the sports programs at the University of Nevada on the women's side. I think it's really grown, but there are times when I think it could continue to grow more. Any organization has its growing pains, or you'll have a time where there's kind of a little bit of a lull or a lapse and whatnot. But I think there's tremendous potential there. AAUN is also an excellent organization, and you've got just amazing people that step up to really help Nevada stay competitive.

When Pack PAWS was started, who were the people behind it besides Angie?

I know Mary Conklin was very involved. I was involved from the standpoint of speaking positively about it and getting out in the community. There were others: Val Cooke, Cissy Rosenauer, Joan Wright, Vicky Mendoza, all of these women from the Northern Nevada [Women] Lawyers Association. Joan's husband, Greg Wright, was involved as well. We had men that were very much in support of what we were doing and wanted to be a part of it, too. I don't want to leave anyone out. That seems like quite a while ago, and, again, I was focused on coaching at the same time.

When you were dealing with the issues of visibility for women's athletics, did Pack PAWS help with that?

I don't know if they really helped with that. Pack PAWS helped bring more awareness in the community, and helped bring more support from within the community, whether it was monetarily or getting more "butts in the seat" as coaches say—increasing your attendance and those types of things. There were a number of viable things that they did to make a positive difference.

How long have you served on the advisory board for Pack PAWS?

I've been on the advisory board, actually, the four years since I've been out of coaching. We meet quarterly, and we talk about the budget, different things that we want to do, different events that are coming up, membership, and brainstorming. There are people in the leadership positions—president, vice president, et cetera, and we just meet to discuss where the organization is at and where we're going. You've got people, as in any organization, heading all those key areas.

Can you tell me about leaving UNR in 2003?

My contract was not renewed, and I was very, very disappointed by that. We had two difficult years in the WAC, and certainly I'm not one to make any excuses. I wish at the time I'd had an opportunity to continue. I felt I gave ten years of my heart and soul, love and passion to the university and the community. In looking back, I always feel God has a plan in your life. I mean, it was really very *difficult*. My contract wasn't renewed and I resigned my position. That was a very difficult time in terms of not knowing what you're going to do at that point because that's *all* you knew. My love and passion was basketball from the time I started playing it as a fifth grader.

I look back now, and I think, "You know what? God had a plan." And I love real estate. I love Dickson Realty. I love what I'm doing. I'm still in a people business where I can make a difference in people's lives. It's amazing. People in the community are still like, "Ada!" or "Coach, how are you?" [laughter]

And my husband Jim asks, "Who are they?"

I say "I'm not sure." Some people I've probably never met. They just recognize me. It's definitely helped my new career in terms of that transition. Being so involved in the community, I worked very hard to try to do the right things in the right way and have the highest level of integrity and put other people first. Hopefully, I succeeded at that.

I feel very blessed and fortunate to have coached for twenty years, ten years as a head coach. I love the University of Nevada. I wish I could have coached when Cary Groth was the athletic director. That's no negative toward

Chris, but I think she's an amazing woman and an amazing leader in sport.

People that I run into still ask me at least once a week, "Do you miss coaching?"

And I say, "You know, you always will miss parts of it: the teambuilding, the young people, making a difference in young women's lives, trying to make it a positive experience and teach them life skills." I miss breaking down film and getting ready for an opponent. Each year your team was different. You had different chemistry; you'd do different things, but that teambuilding was wonderful.

But you don't miss the politics, and I don't think you ever miss the travel. I'd be gone sixty, sixty-five nights a year. When Taylor was little, Jim had the luxury to be able to travel with her, or our nanny would go. But I can't imagine now leaving on a Wednesday and coming back on a Sunday, because right now I feel like the most important life that I can impact and influence is hers. If I were still coaching, I wouldn't have that same opportunity. So in that sense, it's a blessing.

Really, I'm just grateful for the opportunity that Nevada gave me. Joe Crowley really wanted to see the program move forward, and I'm proud of what we were able to accomplish. I wish we'd have been able to take it up another step in the WAC, but you have injuries, and you have different things happen. Some things you can control, and some things you can't. So it's just like life. You look at the positive, and you focus on what's ahead of you, not what's behind you. Angie Taylor hired me, and I'm very appreciative for her to have given me that opportunity. I mean, she was just a rock for all the coaches, and I have a lot of admiration for her and always will. We missed her. We missed her when she left. That was a sad day when she left women's athletics.

When I left Nevada, I had no idea what I wanted to do. Jim said, "Do you still want to coach?"

I said, "You know, I think I'm ready for something new in my life." I'd coached for twenty years. It was a great career, especially ten years as a head coach at one institution. I thought about it, wavered on it, and then just thought,

"You know real estate could be neat, because it offers me flexibility." Yet I'm a person that has a very excellent work ethic. I have a high level of integrity. I want to make a positive difference in people's lives. I feel I'm articulate and bright, so I thought, "I can *do* this." [laughter]

Jim said, "Well, there are a lot of realtors."

I've always believed in my life, and I don't say this in an egotistical way, the cream always rises to the top, and if you're willing to work hard and do things the right way, that you're going to succeed. I was very blessed. My first year in real estate I set the rookie record for Dickson in terms of number of transactions. It's been full speed ahead, and I love what I do. I make my schedule, so I get to spend a lot of time with my family. We get to travel. The last two falls in October and November we've been in Hawaii, and I just laugh when I'm sitting by the pool or on the beach saying, "You know, right now I'd be just starting the first day of practice, and here I am enjoying time with my family on a beach." So life is good. I was blessed. [laughter]

My husband Jim is amazing, just a wonderful human being. He's my everything, my soul mate. But I'll have to tell a funny story. I met Jim at a speaking engagement. It was in Sparks, and it was a program to honor the Sparks Volunteers of the Year in Sports. Angie Taylor came to me and said, "Ada, I'm supposed to speak, and I think there are like 400 or 500 people there. I just can't do it. Can you speak for me?" [laughter]

"Yes," I said, "Angie, I'd love to. I'll be happy to." I really loved public speaking. I'd make a few notes and then just kind of speak from the heart. I remember that night vividly. I was at the head table with Bruce Breslow, who was the mayor, and a few other people. Jim was in the audience at a table nearby, and from the time we both sat down, we couldn't take our eyes off of each other. It was the most remarkable thing. And that was an hour and a half before I even got to speak. To relive that night would be really fun—that had never happened to me. Usually, I go, I speak, I talk to a few people, and I leave. [laughter] I asked the person that was emceeding, "Well, who is that?"

And he said, "Oh, that's Jim deProse. I think he's a Reno cop."

I looked at him, and I thought, "He doesn't look like a cop." [laughter] But I said, "OK." Then he was honored as Sparks Little League Volunteer of the Year. He'd overseen the Sparks Little League baseball program, and they told the story beforehand about how he'd lost his wife to cancer a year before. This was November 8, 1997, and sadly she had died Thanksgiving of 1996. I kept seeing a young lady coming up to him, and that turned out to be his daughter Nicole. She was fifteen and a half at the time. She was honored that night as well because she was a cheerleader, and she was on the national championship cheerleading team.

Jim just laughs, because he still has pictures of that night. He took pictures of me speaking, and how often do you have pictures of your wife the night you meet? [laughter] He came up afterwards, and—we still tease him—he gave me his business card. At the time he worked for Porsche Cars North America, and he ran their distribution center. He's in logistics and actually worked at the university on some of their committees in the Logistics Department and helped give students opportunities for internship programs. But he gave me his business card, and on the back was *everything*, literally, that he could possibly have put down about himself. He lived at 1998—that was his house number. Just the day before I had just changed all my codes for my phone to 1998, because I thought, "You know, next year's going to be just a *great* year." And here he lives at 1998, and I thought, "OK, that's probably just sheer luck or circumstance."

As it turned out, we met November 8, he proposed February 9 at Northstar on the top of the Rendezvous lift, and we were married June 6. A lot of our players came, as well as people from the Athletics Department. We got married at Edgewood in Tahoe. We just knew. It was my first marriage, and obviously, his second, but I inherited an instant family. Nicole was fifteen and a half, Evan fourteen, and they're just wonderful kids, so I felt very blessed. He was willing to do it all over again. So now Nicole is twenty-five, and she just got married 7-7-07. Evan's twenty-three,

and Taylor's seven. She was born on July 6, 2000. So we're very fortunate.

And Jim's at Dickson now! [laughter] When we met, Porsche was moving to Atlanta, so one of the first things I asked him was, "You're not going to Atlanta, are you?" because I was not going to relocate. I loved it here and loved my job coaching. He said he wasn't going to Atlanta. So he shut down the Porsche operation, and got hired by Tessco Technologies to build their West Coast presence. Same thing, logistics and running distribution centers. Then, not this past April, but the one before, he joined me in real estate. So we're partners in life and partners in business, and it's great. He's an awesome human being.

I don't know if you would have been really pregnant for the 2000 season, but was it difficult dealing with that?

Yes, I was pregnant during that season. [laughter] People laugh, because they would say, "We didn't know if you were gaining weight, and then we weren't sure if you were pregnant. We didn't want to say anything." Everyone finally figured out that I was pregnant, and we were going to have a little girl, so it was neat. Everyone was very supportive.

What's kept you in Reno?

Well, it's funny. When I came from USC and took this job—people have long term goals and five-year goals—I thought I'd be at Nevada for three to four years and then move on. I really love the community, and I love the university. I guess you could say I bleed silver and blue in that sense. I had tremendous respect for Joe Crowley, Angie Taylor, and people in the community. I've been fortunate to develop very good friendships. I think it's a great place to live, and it's a great place to raise a family. And in meeting Jim, this was home for him, too, so it's home for all of us.

Going back over our previous session, the thing that struck me again and again was how you talked

about what a positive experience you had as an athlete, through growing up, and in college.

Yes. Right.

How important was it to you to provide for your athletes what you had experienced?

It was critical, and I certainly hope that many of them look back and could say, "Ada, you succeeded at that," because that's the greatest gift. I know they do, because I still hear from them. Kate Smith called, and we're going to go out to lunch. I went to Katie Golomb's wedding. Aisha Nadel sends pictures of her son. I have people Google me from Wisconsin, Green Bay when I was an assistant coach, and ask "Ada, is that you? How



Ada Gee with her daughter Taylor at basketball practice in Lawlor Events Center, November 2001.

are you?" And they tell me what they are doing. So that's the reward in it—you touched lives and made a difference, and it's very important.

I'm sure there are student-athletes that didn't have the best experience for whatever reason, because you can't please everyone. I think for the most part what we try to do is make it a really positive experience for the young people in our program. We tried to give them life skills that were going to make a difference when they went out in the world with their families, their coaches, in their churches and in their communities. Whatever the case is, we tried to give them skills so that they could succeed and hopefully have their PMA, "positive mental attitude." [laughter] Which they still tease me about. It was very important to me and my staff that we provided a wonderful experience for them.

What would a pre-game pep talk have been like?

They were always different. It depended on the opponent. It depended on where we were as a team. I couldn't give the same one every time, or they'd tune me out. I just tried to speak from the heart and just motivate them in ways that I thought they needed to be motivated. It just depended. I mean, every year your team was different. Sometimes you had a really strong team leader. Sometimes you didn't have enough leadership. You had different personalities, but you just tried to speak from the heart and do whatever you could to bring the best out in your team. Ultimately, when they hit the court, they were prepared, and they needed to find a way to bring the best out in themselves and in each other. You just worked together toward that common goal as a staff and as a team. So it was a lot of fun.

What do you see, if at all, as your legacy at UNR?

That I made a difference, hopefully, in people's lives. Not just the student-athletes, but maybe even for people in the community, because they certainly have all made a difference in mine. I feel proud that we beat a Santa Barbara, that we were able to get one vote in the "Others Mentioned" section in the *USA Today* Top Twenty poll, and that we won two

Eastern Division Championships in the Big West Conference. We did have winning seasons. The first three seasons were tough, uphill battles until we finally got over the hump in just growing a program, but it was definitely well worth it. We were able to get the program going in the right direction, and had a lot of success on the floor and off. Hopefully, that's the groundwork for what lies ahead. The last four years have been a little bit of a struggle, but I'd like to see one day the women's program ranked in the top twenty-five. I'd like to see them go to the NCAA tournament and get that recognition.

But more importantly, I'd still say you'd like to see the student-athletes graduate and have careers and opportunities for themselves, particularly as young women. Sport changes young men's lives too, and I'm grateful for that, but I've always been an advocate for really giving women these opportunities. And I'm grateful for all the pioneers that came before me. I



Ada Gee giving a pep talk to the basketball team.

mean, there were many, and in essence, I think I was one. I think you always try to make something better than when you started. I think that I can take great pride in this, because I think we left it a better place than where we started, regardless of the last two years or the struggles in the WAC. Overall, it was an incredible ride. It's very dear to my heart, you can tell. It still touches me. I'm a lucky person.

LYNN BREMER

Lynn Bremer: I was born on December 7, 1943 in Chicago, Illinois. My father was in the army, so the first few months of my life I was in Dayton, Ohio, and then my father and mother moved back to St. Paul, Minnesota, where they were from. So, that's where I grew up until about the age of eleven, and then my parents moved to Palm Springs, California. It was wonderful getting out of the snow for the nice warm weather, but it was a big change from St. Paul, Minnesota, to move to California where you have sun all the time, especially Palm Springs. Outdoor life, horseback riding, swimming—just doing what California kids did at that time—tennis and all those wonderful outdoor sports.

I can't say that I was the world's greatest athlete, but I grew up playing golf from a very early age in Minnesota, and then, of course, when we got to California we got to swim all year round, which I loved, and also play tennis, but I was not ready for the pro circuit or anything.

Mary Larson: What kind of support do you remember girls' sports getting when you were in school?

I went to the Bishop's School in La Jolla, California, which was a girls' school at that time,

and my tennis pro was Keith Tennant, who had taught Maureen Connolly and was in the process of teaching Billie Jean Moffitt (who later became Billie Jean King, so we used to see her play all the time). We were all in high school, and she was such a good player. We had a lot of terrific girls playing on the high-school tennis team, as well, but we had lots of other sports that we all played. I think when you're at an all-girls school there's nothing holding you back from doing whatever you want.

So you didn't notice the discrepancies that you might have seen if you were at a coed school?

No, I don't think so. We wore uniforms, and the emphasis was on being who we were and doing what we were interested in doing and pursuing those goals. I think that makes a terrific difference. We didn't have a lot of distractions in class and whatnot. We could just be ourselves.

When I got out of high school, I went to Southern Methodist University for two years and then came back and graduated from San Diego State University. I wasn't as active in sports at the time. It was funny because I grew up playing golf. I had had lots of golf lessons and had quite a swing, and everybody was encouraging me to go out and

play golf, which I did, but I ended up having to play with a lot of the high school boys who were less than gentlemanly, let's say, especially if you were talented back then. So, I did not pursue a career. "Mickey" [Mary Kathryn] Wright had grown up in San Diego, and Paul Runyan, who was one of my teachers, was her instructor, as well. He was very encouraging and was very disappointed when I decided not to take up a professional career with golf. That was in college, and I was more interested in doing other things, quite frankly, than sports.

You mentioned the "ungentlemanly" behavior of some of the high-school boys you ended up playing against.

Well, sometimes I could outdrive them, or I could drive just as far as they could. [laughter] They did not always take it very well. And we're talking back in the late 1950s and early 1960s. I graduated from high school in 1961 and, of course, was in college in the 1960s. Those were times of lots of change and lots of turmoil and lots of introspection, let's say. Gender role models were changing, and some people handled it better than others.

Now, when you were in college, was there institutional support for women's sports?

I went to a coed university, Southern Methodist University. Don ("Dandy Don") Meredith had just graduated, and, of course, he was quite the hero, along with several other people. Quite frankly, women's sports I can't even remember. I think they were there but certainly in the shadows.

So, the golfing that you were doing wasn't on an intercollegiate team?

No.

What did you do after college?

I went into public-school teaching. I started out in high school and then went to middle school

and gradually became a resource specialist at the elementary school level until 1991. I was in Los Angeles city schools and in Santa Barbara and then in Sacramento.

What kind of opportunities did you see for girls in the schools when you were in the educational system?

Not much, other than just playground activities. On the high-school level, of course, there were their gym classes, and there were opportunities for intramural sports, but that was about it.

Were you aware of Title IX and its implications at that time?

Having known Billie Jean King, I pretty much continued to follow her career as she went through, so I don't know that I was totally conscious of Title IX, but I was glad that more young women were getting out and enjoying sports and had the same opportunities.

So you were aware of the movement without being particularly aware of the legislation?

Exactly.

You ended up working with the Peace Corps?

I reached a point where at school I was spending more time with paperwork than I was with kids, and I thought, "I need a break from this." I had always wanted to do the Peace Corps, and I thought that was the perfect time to do it, so I went to Costa Rica, where I was for three years. I was training teachers, working through an extension university, teaching six courses related to special education for teachers.

It was fabulous. I think when you live and work and learn a second language and conduct your life in that culture, it's wonderful, because it teaches you a lot about yourself, number one, and it teaches you a lot about your country and how you live. I think it just makes you more of a

citizen of the world, understanding what it is to be outside your own culture in another culture.

I did almost three years in the Peace Corps, and I left in 1993. I thought I would return to teaching in California and Sacramento, and in my first teaching interview I realized that was where I did not need to be anymore. So after my first interview going back, I marched down to the personnel office and put in my resignation.

From then on I did not quite know what I was going to do, but I knew I had been through some life-changing experiences and was going to move in some new directions. At that time I had moved to Reno, and I thought, "I'll just see what comes up here." One of the first people I met in doing a tour, actually, of the capitol down in Carson City was Jean Ford, so I was one of the founding members of the Nevada Women's History Project. Jean was a very potent force in my early days in Nevada, up until she died.

We were very good friends and did a lot of traveling together. That was very fateful, and she was actually the one, when she went to work at the university, who was a very powerful influence, and I was taking courses at the university, myself, at the time.

I took a class that Jean was giving on pioneer women in Nevada, and that's where I really got to know her and got to know Nevada women. Through that experience, Jean said one day, "Lynn, I'd like for you to be part of a group I'm pulling together to talk about founding the Nevada Women's History Project." So, I blithely went. It's a program that's very different, of course, than when she started it, but in the early days it was reaching out to membership and bringing women into the process.

In the process of Jean's class we had to do a paper, and I chose to do mine on Mary Stoddard Doten, who was married to Alf Doten, and she was a pioneer schoolteacher in Nevada. I did a paper on her and really have become very familiar with her, and through another course I was taking through the Anthropology Department—it was a class in museology—I did an internship up at the Nevada Historical Society.

I became very familiar with Mary's work and, in fact, am in the process of doing an anthology

of her works that have never been published—or some of which had been in the newspapers when she was alive—but she had a lot of other things, too. I'm currently working with Eric Moody, who is director of the historical society, and we're working on this two-volume anthology of Mary's works. That's very exciting. I've been working with Bob Blesse, and he is supposed to be converting files and getting things pretty for the printer.

In the process, in all of this, I met Angie Taylor who was at that time in the Athletics Department. Over a period of time she and I were talking, and in the course of conversation I said, "What's your wish list here?" By this time my father had died, and I had inherited a certain amount of money, and also from my mother's foundation. I was not giving it all away, but a certain portion of it, so I went to Angie and said, "What do you need?"

She said, "Lynn, actually, we need a study center for our student-athletes. Currently, they are operating out of their coaches' offices or wherever."

We talked about where it would be located and what would be involved, so that's how that happened. And I'll have to say that when it did come about I was surprised that Chris Ault wasn't more supportive of Gwen Shonkwiler's and Angie's efforts to work in that particular area.

I still believe this very, very strongly. I had read an article in *Time Magazine* a number of years ago about athletes that were recruited to play on university athletic teams, and they were not always the brightest and the best students, but once their eligibility was up, that was it for their career at the university. I thought, "If somebody is coming to do that for a university, I think there's some responsibility to see that they do leave with an education—the best that they can possibly have." That's why I was so supportive of seeing a student center developed.

Also, at the time we were doing this, there were a number of athletes from the university that seemed to be making the headlines in the newspapers for antics in the community that were less than wonderful. I could tell that a lot of those kids that were doing that kind of stuff sounded like my old learning-disability kids but grown

up, and I thought, "No, this is a good thing. This school needs that."

Angie and Gwen Shonkwiler put together a wonderful facility. It was well used, and every time I went in there to see it the place was packed. They had tutorials going on, and they had young people at the computers, and there was the kind of support and help that students needed. It may not have been the best building in the world, but it was very attractive.

Gwen was the director of the study center. It seems to me she was going to be working on her doctorate or she was working on a degree of some kind, eventually.

What year was it when all of this started to evolve?

I think this would have been about 1994 or 1995. Time goes so quickly.

I hoped that the center would be a resource for student-athletes, that if they needed help in any particular subject, they could go and receive that help. There would be somebody there, or by appointment, to sit down with them to get them through those particular rough moments.

I think towards the end of my involvement, Gwen was talking about doing some counseling with them that would work on how they looked toward their more adult life—life after the university. Not everybody would go on to have a pro-athletic career, and that was just a reality to help the students realize what they would need to have a good career once they left the university.

So, it was going beyond their actual study time at the university, but trying to prepare them for real life?



Student athletes working in the Lynn Bremer Study Center.

Yes, exactly.

How involved were you with the details of the center as it developed?

Not at all, because I figured Gwen and Angie knew the lay of the land, so if they needed anything, Gwen would say, "Lynn, we need some new computers," or whatever. I was happy to help them out with whatever they needed to make it a useable place.

I was involved with the development of the center for probably four or five years, and then, quite frankly, it got to be where I didn't think that they had the kind of support from the athletic director that they needed. There was someone from the Geography Department who was looking at their grade-point averages [Chris Exline]. It just wasn't a high priority. A higher priority was the image that the football team and the basketball team had for the university.

It wasn't that they were producing well-rounded athlete scholars, and I just felt that was really kind of ridiculous. Then I started being nickered and dimered for some stuff I thought was ridiculous, too. Chris Ault never had time for me, and he never even recognized me or remembered my name, so I said, "The hell with him." [laughter]

What affect do you think the study center has had? You mentioned the idea of helping students to become more rounded.

Well, I think maybe it has done some of that. I left Reno about three and a half years ago, so I don't know. I think it was very helpful to a lot of students, and I had coaches that told me it was.

I think all around, even from its inception, it had the support of the coaches, tremendously. That was very important, and they saw to it that their students did what they needed to do. I was told that by the coaches all the time, and the study center was used as a recruiting tool, so I know it was a highly respected institution, but I just felt that the Athletics Department itself should have made some provision for financial support, as well.

Also, I remember very distinctly that the Athletics Department was sort of its own little fiefdom, and there were other services at the university, and I felt that there should have been more working together with some of those other entities, so there wouldn't be this division at the university of the Athletics Department *and* the rest of the university. I was getting into some pretty iffy turf at that time for ideas like that.

Do you think some of that has to do with an emphasis on "athlete" rather than "student"?

Yes, I think, at the time. Of course, there's been a change of administration, so I don't know how that is working now, but at the time there was a definite correlation with emphasis on being an athlete rather than a student-athlete. I know Gwen was working very hard to acknowledge the student-athletes. She had pictures up of all the athletes that had made a certain GPA. They went by teams, and, of course, the lowest achievers were always the football team.

In talking to some of the coaches and administrators, people noted that with a lot of the women's teams there was more of that student-athlete emphasis and that it showed in the grade point averages.

Yes, but it shows, too, I think, in the young people that were being recruited. Those coaches, I think, were interested in student-athletes. It wasn't just all sports. It was more of a well-rounded situation.

It sounds like you've been to the center a number of times over the years, obviously.

I don't even know if it exists now. I have no idea if it's even still there, but at the time it was a very busy and happening place.

Did you ever have a chance to talk one-on-one with any of the students that were using the center?

Yes, and when they acknowledged their student-athletes. I was always invited to come in

anytime, which I did periodically. The students were wonderful. They got the whole atmosphere right away. They were happier students, because if they needed help they had a place they could go to. They weren't having to flounder. And as I say, Gwen Shonkwiler and, of course, Angie and all the other young people that were also involved with staffing the desks, they were all young people that were interested in the student-athletes. Whoever walked through the door, they were there to help them in any way they could.

It's been almost four years since I've been to the center, so I'm not exactly sure what's happening or where it's gone or what the emphasis is now on. I've just been so out of it, but I remember at the time Angie saying, "Lynn, this is what we really need here," and she was for all the athletes receiving whatever it was that they needed. And, of course, Gwen was so good. She knew all of the students by name, and Angie did, too.

All then there were all of the other people that were working the desk to make sure that the students signed in and were doing what they were supposed to do. It wasn't just a social hour. It seemed to be a very viable student center that was very well used to meet the needs of the students. I was very proud of the work that Gwen and her staff did to make that a student center.

It's a hard grind, I think, when you have to maintain your classes, but you've got to be on the road. How do you study? When do you study? How do you get your assignments? There was somebody looking over their shoulder to make sure that they got their assignments and made sure that they completed them and did the student work that they needed to do. I think they did that well. But also, if they were having other sorts of issues, Gwen and the staff were there to work with them on those issues, too.

There are a lot of demands on those athletes, and I think it's more than they are fully aware of. It's not just high school anymore, where you have to be at classes, where your classes meet every day and you have one particular teacher for each class. College is very much different, and I think Gwen and her staff were trying to work in a way where they helped them make that adjustment—the

transition from a more structured environment to a less structured environment—and it was difficult.

I know Angie was concerned—and I certainly was, too—about the graduation rates. For me that was critical, that they get through. I know there was one particular young woman who was a basketball player, and it was difficult. I hope she got through. Every time I saw her, even when she returned to campus—I think she left and played in Europe for a while but came back—I'd say, "Get that BA. Get that degree." So I hope that there is still that emphasis on the graduation rate amongst the athletes.

I knew that was a big issue with Angie as well as Gwen, and I knew there was a lot of discussion about that at the university. I think with the athletes, at the very beginning of the study center, the graduation rate was pathetic, and then they were slowly moving it up. They were very concerned about the graduation rate.

VALERIE COOKE

Valerie Cooke: I was born here in Reno, Nevada in 1953 at Saint Mary's Hospital, which was probably the only hospital in Reno at that time—Washoe Med might have been around. My parents were also Nevadans. My mother, Patricia Herz, came from a very large and well-known family here in Reno, the Herzes. My father, Tom Cooke, was also raised here, although born in San Francisco. My father and grandfather, H.R. Cooke, were both lawyers. Both of my parents graduated from the University of Nevada.

My father graduated right after Pearl Harbor. He was a senior, and he wanted to enlist the Monday after the attack on Pearl Harbor, but he was told to finish his schooling and graduate. My mother went on to get a bachelor's degree in psychology, which was kind of unusual in her generation. So, I grew up in Reno, and I have three sisters.

My parents were very civic-minded people, and I thought everybody's family was like mine. My parents were very involved in Democratic politics, so as little girls we all spent summertimes campaigning for whatever Democratic candidate, whether it was Grant Sawyer, Howard Cannon, Ralph Denton, any number of a list of Democrats who were running for office. Nevada was a much smaller state at that time. Even today, of course,

a lot of people know one another—it's still part of the charm of Nevada—but in those days it was really true.

My father was interested in historic preservation and was very active up at Virginia City. He was critical to the preservation of the Fourth Ward School; it was through his efforts and that of a number of other people that that building is still with us today. He was also very interested in parks. In fact, the park at Bowers Mansion for the children is named in his honor. He was very interested in open space, and at the time of his death in 1994, he was actively involved in trying to keep the Steamboat Ditch open to the public for access as a trail system. The Tom Cooke Trail was named in his memory to recall all of his work.

My mother was very active in the League of Women Voters. She became interested in helping at the Nevada State Hospital, which wasn't particularly a popular cause. Mentally ill people didn't get a lot of help. Probably, the Saint Mary's Guild would have been a more politically correct choice, but that never bothered my mother very much. She was active at the state hospital at the gift shop and also was president of the YWCA. With some other women, she led a drive in the mid-1970s to save Riverside Drive from being closed. I thought everybody's parents did these things. Our



Valerie Cooke

family spent evenings at the dinner table talking about politics, current events; we were encouraged to express our views, so we learned how to do that at a very early age.

I went to Hunter Lake School, Swope Middle School, and then Reno High School. I graduated from Reno High in 1971 and continued that tradition of activism, much to the chagrin of some of the administrators at Reno High, who, I think, wished I had tried to find some other avenue for all of my zeal. I was involved in the student newspaper and in student government. Then I went to the University of Nevada, where I majored in English and minored in political science.

It's obvious that I had tremendous admiration for my father. I had always wanted to be a lawyer, but in those days it was not encouraged for women, and my father and mother certainly didn't encourage us to consider a career in the law or any other traditionally male profession. Instead, it was

thought that one principally went to college to do what prior generations of women had done, that is, to find a husband—that certainly was acceptable and expected. One might get a teaching degree or become a nurse. In fact, in those days you could get a four-year bachelor's degree in secretarial sciences, which is pretty astounding to think of today, but the four years of secretarial sciences allowed you a longer period of time in which to find a husband, so I suppose that's why they created that major.

In any case, I majored in English, with the plan of becoming a teacher. I did that, in part, because I had a wonderful mentor, Margaret Muth, who was an extraordinary teacher at Reno High School, and you will find many, many people today who will tell you that she was probably one of the greatest influences on their lives: Monique Laxalt, Bruce Laxalt, Kristina Pickering, Steve Nightingale. The list goes on of people, I'm sure, who would attribute much of their success and who they've become to Margaret Muth's influence.

I went ahead and started up at the university. In those days, students who lived in Reno didn't plan on living at the university, and, of course, I didn't really think about going to school anywhere else. My parents weren't wealthy, and going away to school wasn't even something you thought about, at least in my family, because it would have been too expensive, at least for my folks. That was fine with me. Anyway, I liked being up at the university; it seemed like a good school to me, and I enjoyed my classes.

I had an opportunity to intern for Senator Howard Cannon. I'm trying to think when President Nixon resigned, because that was the year that I went back to Washington. I think it was in August of 1974, during the Watergate era. Of course, I was just so excited to be going back to Washington during what I hoped would be the impeachment hearings. I say that not only because I obviously was born and raised a Democrat and held a dim view of Richard Nixon, but also because Senator Cannon was chair of the Senate Rules Committee and would have presided over the impeachment trial.

I was extremely excited to be able to go back, and I was conversely very disappointed when

President Nixon resigned, and when Gerald Ford took over and then pardoned him. I spent the fall of 1974 responding to letters from unhappy Nevadans, who had written to Senator Cannon to express their displeasure at Gerald Ford's having pardoned Richard Nixon, and I also observed the hearings for Nelson Rockefeller to become Gerald Ford's vice president.

They were very, very interesting times, obviously. I was twenty-one and had never been on a plane. My first plane trip was to Washington D.C., where, incidentally, Joe Crowley was on a teaching fellowship. He knew I was coming, since I was on this internship through the Political Science Department, so he asked if I could escort the family dog from Reno to Washington, D.C., which, of course, I was happy to do. When I arrived at National Airport in D.C., there was Joe Crowley with his wife, Joy, and all of their kids, waiting for their dog and, incidentally, me. Anyway, it was really an exciting time.

Another interesting thing that was important to me was that I interned for Cliff Young, who was a state senator during the 1973 legislature, and this was the year when Congress had passed the Equal Rights Amendment. Of course, in order to amend the constitution, two-thirds or three-fourths—I can't recall the exact number—of the state legislatures have to approve the ratification of that amendment, so the fight was on to pass the ERA. Well, you may imagine that there wasn't much of a contest here in Nevada. I think the Nevada Assembly did pass the Equal Rights Amendment, but in the senate only four senators voted in favor of the amendment.

Of course, at that time, the hue and cry was, "Men and women will have to share restrooms!" and, "Laws protecting women will be done away with, and women will have to serve in combat," and on and on. The Eagle Forum, which continues to be active in the state today, was there in full force, and it was very demoralizing to me to see the Equal Rights Amendment defeated. Cliff Young was one of the four senators who voted for it.

One thing I recall is that there was one woman, Helen Herr, who was a state senator from Las Vegas—I believe she was the only woman in the

senate—and unhappily and predictably, she was one of those who voted against the Equal Rights Amendment. I remember seeing a large bouquet of roses on her desk in the senate chambers from the Eagle Forum ladies to thank her for her wise decision. The defeat of the ERA was important to me, and I was very deeply affected by how I saw things being done.

It was an interesting legislative session, because Dick Bryan was in the senate; Harry Reid was in the state assembly, and Joe Neal was the first African-American state senator serving in the senate.

I graduated from the university in 1975 or 1976. I had never been involved in athletics, and I suppose I should touch on that a little bit. When I was growing up, girls really didn't play sports. There were certainly no organized sports for girls that I ever knew about. It was acceptable to learn to play tennis. My mother was a tennis player, but she didn't really encourage us to do that or force us to go down to Wingfield Park and take lessons. I wish she had, but I think four girls telling her they didn't want to go probably was enough to discourage any mother. We'd go swimming at Idlewild Park in the summers and do that sort of thing, and we'd play kickball on summer nights with the neighborhood kids, and sometimes baseball, but nothing ever really serious, at all.

When I was at Central Junior High, which became Swope Middle School, there was the Girls' Athletic Association, but most girls who wished to be popular and well-liked aspired to be cheerleaders, and I was no different than any of those girls. I, in fact, was a cheerleader in seventh and eighth grades, which my daughters laugh about now. In ninth grade I had to choose between being a student body officer and being a cheerleader. Politics trumped cheerleading, so I gave up my cheerleading career at an early age. I tried out in my sophomore year at Reno High and was terribly disappointed not to make the cheerleading squad, but then went on to cause trouble politically for the Reno High administration in unbelievably small ways, compared to some of the issues that high school administrators face today.

Girls could belong to the Girls' Athletic Association, GAA. GAA would meet, say, one day a week, and it was really more, to me, a social thing, "Well, OK, this is a thing to do," and I don't remember much about it. I do remember we went through a period when gymnastics was a big interest, but as someone who could do a cartwheel but not a roundoff and never managed the splits, really, I just wasn't cut out for that.

It became clear, too, in junior high that it just wasn't attractive for girls to be too athletic. There were some who could manage it, but there was always a little hint of, "Well, is something wrong with that girl? Might she be too masculine?" Of course, the hidden subtext was, "Could she be a lesbian?" although I don't think we even knew that word in middle school, but there was that sense that, no, you just didn't do that, and somehow you were supposed to magically stay slim and trim and appeal to boys.

That was a dominant theme, as it is today, in a much sadder way, I guess. It's just gotten exponentially worse. When I didn't make cheerleading in high school, that was it, although I later learned that there were girls who ran track, and there were girls who were in gymnastics, but that was about it. When we played basketball, it was half court because girls weren't thought to be able to play a full court. We played field hockey, archery, and badminton.

A good friend of mine and I became the sixth-period PE badminton champions in my sophomore or junior year. We had this little tournament in our sixth-period PE class, and I remember sitting in fourth and fifth period being all keyed up and excited about badminton, because it was really the only time in my life I had ever competed in athletics—and we won! We won the sixth-period badminton tournament, and it was just fantastic. I remember feeling so excited about that, but never really thinking, "Well, how could I do this beyond sixth period?" [laughter]

It's interesting to get a feel for what was in the PE curriculum for girls at Reno High in the late 1960s and early 1970s. As I said, we had archery, field hockey, basketball, and badminton. Modern dance, of course, was highly acceptable. We had a

unit on modern dance, and we spent a great deal of time putting together modern dance routines, which was a lot of fun. I enjoyed it.

The unit that I really remember fondly was the six-week program on how to be a lady. During this unit, Miss Stevenson, Carol Stevenson—a wonderful woman—taught a unit on social graces. We were taught how to walk down stairs, that you look forward at the people you are coming down to greet, occasionally sweeping your eyes at the stairs, but really head up for the most part, graciously descending the stairs. We were taught how to graciously arise from the floor in a swooping, dance-like leap up from the ground. We were taught how to fold our arms for photographs in a flattering way. We were taught how one behaves when attending theatre performances, that sort of thing—what kinds of shoes to wear with what kinds of dresses.

And I laugh. I mean, now I remember a period of time when I had nothing but contempt for this class, but I will tell you that I learned a lot, and my view is that everybody, males and females, ought to be required to spend probably a year learning how to have good manners. [laughter] It wouldn't hurt anyone. In any case, that was the PE curriculum.

It was our job as girls to admire the boys' athletic prowess, and to aspire to have a boyfriend who was an athlete—that was very important. I did have a boyfriend who was an athlete, but I also seemed to hang out with a lot of nerdy, smart guys, as well. That was the era in which you lived.

Women's sports never appeared in the newspaper. The earliest memory I have of any women athletes was, first of all, in the Olympics, the Winter Olympics most particularly. Carol Heiss, who was in the 1960 Olympics up in Squaw Valley, was the darling, but it was quite beautiful. It was more like being a dancer or ballerina, very feminine—like Peggy Fleming and Dorothy Hamill. Then the tiny, little gymnasts were the darlings of the media. There weren't a lot of other women.

The first woman who really, I think, made an impression on me and nationally was Billie Jean King. I remember the famous tennis match

between her and Bobby Riggs, where she beat him. Of course, always the subtext with people like Billie Jean King, and even our PE teachers, was that you wondered, if they were unmarried, whether they were lesbians, and that would go with being athletic—that you were a lesbian. It just strikes me now as so incredibly cruel, and the sorrows those women must have endured, no matter what their orientation was. Of course, there were women golfers, too, but really you just didn't read about them. You didn't see them on television; you didn't hear about them. But as I've grown to know more about women's sports, I've learned that, oh, most decidedly over the years, there were women who, thank you very much, pursued their dreams as athletes whether anyone cared or not, and I have great admiration for those women.

Mary Larson: Do you want to talk a little bit about your high school activism?

Sure. I really felt as though the students should run the school and should have a greater role in how things were done. One of the issues was smoking. I never smoked; I tried it a few times, and that was it, but there were kids who smoked, so there was the question, "Should there be a smoking area?" I was an advocate for a smoking area, just to keep it out of the rest of the school grounds and to have people go to a particular place. That was a huge debate, a big, big issue.

The other issue was whether or not girls could wear pants to school, and that just started happening when I was in high school that girls were allowed to wear pants. They were never allowed to wear jeans; they had to wear pantsuits that matched. It was a very strict code. It was about this time that hot pants came into vogue, which were, basically, very, very short shorts, so girls started wearing those to school and, of course, were sent home.

There were big debates about the school dress code and what ought to be done. I was always on the side of change and fighting for what I believed to be the rights of students to decide how they

dressed, and that's come back to haunt me as I've seen my own daughters walk out the door wearing clothing that I thought would have been otherwise reserved for women engaged in another profession, so I have been duly punished for some of my youthful ideas about things.

Also, I was interested in students just having more say about how the school is run; I took all of this very seriously. I wrote a lot of articles in the *Red and Blue*, the student newspaper, and was very critical of authority. I always had a lot of causes. Interestingly enough, by the time I hit college, I sort of stopped; I don't know why. I made a lot of people mad. I'd get mad. I think I just ran out of steam.

I remember one thing that happened is that the boys' basketball team nominated the homecoming basketball queen, and the football team nominated these girls, and I thought that was all fine, if they wanted to do that, but if they wished to use student-body funds to hold a dance or otherwise display the queen in some way or honor her, that the students ought to be able to select from among the worthy candidates that the basketball or football team selected. This caused a huge uproar, and, as I was the student body secretary at the time, I just said, "Well, then pay for it yourself. Pay for the dance yourself, if this is your deal."

How ironic it was. One of the members of the basketball team is my current husband, my second husband, and I remember his coming over to my house. We had a huge fight about this, and he finally said that all of the basketball team really felt that I was making a big fuss about this because I wasn't nominated for basketball homecoming queen. I was so astonished because, of course, I never considered myself worthy, not possessing the physical beauty or whatever attributes one must have to be a queen-like person, so it just didn't occur to me that I would even be considered. It was a non-issue for me, but their perspective was that it was just a case of sour grapes. So, that was interesting, but you can see that these little incidents in my high school life do reveal a certain temperament and interest in making change and in questioning authority.

Now, when you got to UNR, what were you aware of, as far as the women's athletics offerings, or were you so involved in your classes that that wasn't an issue?

Well, I just didn't think about it, because it wasn't on my radar screen. What was on my radar screen, in terms of athletics, was staying thin and not becoming overweight—that was really the sole goal. The only reason you would break a sweat would be to lose weight. I came from a family where there were five women, including my mother. Someone was constantly on a diet. In fact, to this day at my mother's home, our family home, if you open the kitchen cupboard doors, you will see photographs from *Seventeen Magazine* from the 1970s of girls in bathing suits, because that was supposed to discourage us. As we gazed at this darling model in her bathing suit, it was supposed to discourage us from having the cookies and milk or whatever. I don't think it really made much difference.

At the university, as it turns out, there was a lot of athletics. On a very small scale, you could do certain things, and I've since found that out, but I just had no clue about them, because I had no interest. I never thought of myself as someone who would be competitive in sports or play sports. The reason I first started running, which was actually my senior year of high school, was that a boy walked by me one day and said, "Gee, your thighs are getting a little thick, aren't they?" Boys felt free to comment—they still do today—on women's bodies, and I was crushed and then humiliated.

Jogging was just starting in the 1970s as a craze, a new thing to do, so I would jog, and, boy, "jog" would be the operative word—you couldn't call it "run." I did lose some weight, and I remember running around the Reno High School track at Foster Field when it was just dirt and rutted and getting around it one time and thinking I was going to die. Then I remember getting up to three times around the track and just being exhausted but thrilled and thinking I could never, ever go past that. I would run around Virginia Lake; that was a big run—about a mile. I continued doing that, but trust me, I did not like

this in the least. The YWCA up on Valley Road also had some exercise classes that you could go to. It wasn't aerobics—there was no such thing then—but they were stretching classes or whatever, and I would go to those.

The Jack LaLanne idea?

Yes. It was sort of calisthenics, but never, never with the goal in mind to do anything but be thin, be acceptable, and look good; that was it. So, I never heard of athletics, nor, to my recollection, was it covered in the *Sagebrush*, the student newspaper. I wasn't particularly interested in men's sports while I was at the university, either. I occasionally went to some football games and basketball games, but I have no idea if there was a basketball team for women.

How did you become involved in Pack PAWS? You were in on the ground floor with that, so could you talk a little bit about the founding?

I got married to my first husband, went to Oregon, and taught at a Catholic high school, and that's important only because Catholic high schools never had any money, at least not when I taught at one, so I became the girls' and boys' track coach. The sole qualification was that Sister Mary, the principal, saw me jogging and thought, "Well, that's good enough for me." So, for better or for worse, I was the track coach, and I got interested then. I was also, by the way, the cheerleading advisor, which I loathed, but the girls were nice.

I ultimately went to law school and started running in 10Ks and different little races, but now ran not only to maintain my weight, but also to reduce stress, because I was in law school. I came back to Reno after both my former husband and I went to law school at different periods. I taught at Reno High a year in between his law school and mine, came back and started private practice with a law firm.

Actually, the way I got involved with Pack PAWS was that I became a member of Northern Nevada Women Lawyers Association in 1984 when I passed the bar and was working at Guild,

Hagen and Clark, a local law firm. I have been a member of NNWLA ever since then, and that was how I got involved in Pack PAWS.

In the mid-1990s or thereabouts, we had a Women Lawyers meeting at the Country Garden Cafe, and these were small meetings, twenty-five women, maybe, who would come, and we would always have a speaker. We had a wonderful network—still do today—because when you're in a male-dominated profession, it pays to make friends with other women, because you can support one another in a variety of ways. So, we were all there: Frankie Sue Del Papa, Margo Piscevich, Patricia Lynch, Deborah Agosti—women like that. Mike Anderson, the swim coach for the Nevada women's swimming team, came to talk to us and tell us what it was like to be the coach of a women's collegiate sport, and it was terrible. What he told us was just horrifying.

You have to understand that Title IX was passed in 1972, so here we are many years later. He was describing to us so many inequities: the lack of money available for women student-athletes for scholarship money; the coaches' salaries not being a living wage; the assistant coaches barely made anything. The treatment the male athletes had was just unbelievably different. I mean, there was a very definite caste system, and the untouchables were the women student-athletes. Women athletes had to pay their own way to get to their swim meets. They had to raise money; they had to hold car washes. They just scraped by. The idea of marketing or promotions or having a program for women's swimming or any kind of publicity—there was nothing in the paper, no publicity. Nothing was devoted to them, and we were all just appalled.

One person who was really appalled was Frankie Sue Del Papa, who at that time was either attorney general or secretary of state, but she had also been the first woman student-body president at the University of Nevada, and she just could not believe this, so Women Lawyers invited Angie Taylor to come to our next meeting. Angie was the senior woman administrator, SWA. She was a young woman in her thirties, and here she comes into this meeting with all of these highly

verbal women, who, of course, earn their livings speaking, and she held her own, as Angie always has. She's an incredible person. The meeting was really the beginning of the Women Lawyers-Pack PAWS collaboration.

Angie Taylor was just grilled about what the heck was going on up at the University of Nevada, "What about Title IX?" We just developed this energy, and we were mad. It's interesting, because I don't think any of the women who became involved in Pack PAWS were athletes, because they'd never been given the chance, although there were some women who had wanted to play basketball or go on in their sport like Joan Wright or Vicky Mendoza, who never got the chance to do that.

What came of these two meetings was that we decided we wanted to meet with Joe Crowley. As I've been reading through the files that I have still of Pack PAWS in the last ten years, what strikes me is that we didn't really have any plan, at all, but we just didn't know any better. In other words, we didn't have a sense that, "Well, you aren't supposed to ask these questions. You aren't supposed to stick your nose in this business. You don't understand. This is the way things are done in intercollegiate athletics, and you aren't invited to the table." We just didn't get that, so we invited ourselves.

I assume it was the current president of NNWLA, Susan Ball Rothe, who helped set up this meeting with Joe Crowley. A whole group of us went to this meeting at the university in this very large room in the Agriculture Department. There were about thirty people at this huge, square table. There was Ashok Dhingra and Angie Taylor and several other people—I had no idea who they were—and then us: Patricia Lynch, Deborah Agosti, Frankie Sue. I don't know if Frankie Sue was able to come or not.

That was for me the beginning of my involvement with Pack PAWS, because from that I guess my name got given to someone. Really, I don't know how I was asked to become involved, but I think Joe Crowley clearly saw trouble on the horizon. First of all, it did not escape his notice that we were lawyers. We weren't just women—we were women lawyers, and because no university

was in compliance with Title IX—certainly not the University of Nevada—he could see rubbing us the wrong way, I think, potentially inviting a lawsuit, where trouble would really come, and one of us would decide that we'd be happy to represent a woman student-athlete at the university.

Apart from seeing that, Joe also had a tremendous interest in Title IX, in intercollegiate athletics, and in gender equity himself. It was his goal to see that the disparities be fixed, so this worked out well. I think what he decided is that it's better to have us close by, rather than not in the room with him, so I think he probably encouraged Angie Taylor and Chris Ault to reinvigorate the old women's athletic group, which was called the BoostHERS—instead of Boosters. The name was changed to Pack PAWS, Promoting and Advancing Women in Sports, which is still sort of a dorky name. However, it's not half as bad as BoostHERS!

Talking about the BoostHERS group, do you know how long that had been in existence?

I've gone through some files, and I'm just looking at some blurb we sent out that says, "Formerly known as BoostHERS, Pack PAWS was created in 1995 to organize and implement activities to raise awareness and support for women's athletics at the University of Nevada, Reno," and this was in conjunction with promoting the Salute to Champions Dinner, which was our big fundraising effort.

So, that was around prior to Pack PAWS in 1995. Now, when Pack PAWS was getting started, what was the main purpose, as you saw it? Was it fundraising, moral support, advocacy?

Well, for me, it wasn't fundraising; it was a civil rights issue. I don't think other people may have had that in mind, but it just seemed to me that this was an example of how women were relegated to an inferior status and not given the same opportunities as men insofar as college scholarships were concerned. In terms of a money issue, it was allowing women the opportunity to

play their sport and get an education while doing so, but it was also about just the issue of evening the playing field and the opportunities for women to play sports and get the benefit of a college education. For me, that's what was important.

I think I became active in Pack PAWS because of my daughters, Brinn and Mary. I encouraged them to play sports, and I wanted to make sure they had opportunities I never had. They loved playing soccer, and the U.S. Women's Soccer team—people like Mia Hamm, Julie Foudy, Kristine Lilly—were their heroines.

How old were your daughters when you got involved with Pack PAWS?

Brinn, my older daughter, was about eleven, and Mary was about eight, so they were young, and they played soccer. I also encouraged them to play other sports, but they loved soccer. They did play basketball, too, and I wish they'd have stuck with that.

Now, once the organization got going, how were members recruited? Was it an informal thing, or was there a membership drive effort?

I was happy to be asked to be a member. I wasn't sure what I was supposed to do; I was just, "Oh, OK. I guess I'll do this." The reason I think that's important is that sometimes you're busy, and you get interested in something and then find yourself on a committee, because you spoke out or made a comment. That's in a way how I found myself.

As we got going, we would meet up at the Old Gym, which now has been transformed into the Virginia Street Gym, because that's where all the women's administrators and coaches were. The men were up at Lombardi, or wherever, before Legacy Hall was built. This was just perfect, because we could operate and scheme and plan, completely under the radar of Chris Ault—perhaps this is unfair—whom I did not regard as a proponent of Title IX. I think, like a lot of men who were involved in athletics, Title IX was a thorn in their side and something

that Congress did that was a source of constant annoyance—not something taken very seriously. Perhaps I’m wrong.

We would meet at the Old Gym and start trying to figure out things, and then we created these different committees to do different work. Women are just incredibly good at organizing subcommittees, kind of little terrorist cells of subversive activity. The gender equity committee was the best committee to be on, because that’s where we got ourselves into the most trouble, but also did the most good.

We would just talk, “Well, who do you think might be someone who would be good for this?” I think Vicky Mendoza, who became a president, was really recruited by Sandy Rafaelli from Bill Pearce, and she got involved.

This would be a question for Mary Conklin and Angie Taylor. They originally came up with this list of people, men and women, whom they thought would be interested in being a part of this. Then, we would have a nominating committee, and we would try to think about people who would be good members. Of course, as a lawyer, I was interested in recruiting other lawyers, because I knew a lot of the work we had to do would require people who were good advocates, who weren’t afraid of reviewing congressional records, reading Supreme Court opinions, or reading up on different Title IX litigation, who understood how to negotiate.

We were also interested in having women and men on the community advisory committee, which was our window-dressing committee: Bernice Mathews, Sue Wagner, Randolph Townsend, people who were perceived as having standing in the community, who would give us the credibility to say, “Well, this isn’t some extreme feminist organization,” which it wasn’t, of course, but that it was just a group of community people.

What kind of activities did Pack PAWS get involved in?

There were several. The first, the most important initially, was the NCAA self-study. Ada Gee, the former women’s basketball coach, and I

were assigned to write the portion of the self-study on gender equity. This was published in November of 1994—I have a copy here—and this was Joe Crowley again thinking way ahead of a lot of folks. He offered the University of Nevada as one of the first universities in the country to engage in a self-study of the Athletics Department, and it wasn’t just about Title IX compliance. It was about commitment to NCAA rules, academic integrity, fiscal integrity, commitment to equity—those were the five components of the self-study.

Ada and I were asked to do the work on the self-study for gender equity, but there were also minority issues and getting athletes to graduate. The fiscal integrity—“Where’s all this booster money going?”—had been a huge issue and continues to be a huge issue to this day, because there are millions and millions of dollars raised. How it’s spent and how athletes are given money or not is a very important component of maintaining your eligibility in the NCAA.

Ada and I got to know each other by working on this plan, and we came up with a recommendation for a five-year plan. When I say “we,” I don’t mean just us; this was in collaboration with many other people. I do recall that our first draft of our section to the self-study caused President Crowley to call a meeting in his office—it was in the fall of 1994—to say to Ada and me in the presence of many others that he could not allow this report to be published as it was, our section, because it would be Exhibit A to a Title IX lawsuit against the university, and we were just going to have to figure out another way of saying this. I was highly offended by this, but, of course, I wasn’t the president of the university, worried about looking at a lawsuit filed in federal district court. Joe was right, as usual.

I was also upset that Chris Ault was absent from this meeting, as he was over the years from nearly every meeting Pack PAWS ever had. Chris Ault never attended any Pack PAWS meetings. As athletic director, one would think he might have a passing interest in what was going on. Whether it was intentional or not, he became the guy we loved to hate, and the consequence of that is it galvanized us; it made us even more determined

to effect change. Obviously, we felt we were treated poorly, that we were being marginalized, that we were not being taken seriously.

The self-study was huge, and the reason it was important is that from it came the five-year plan. Under that plan, the university was required to achieve certain goals by 1999. If it didn't, it would have to say why it didn't.

Once we finished that work and got the plan, which was to add three new sports—golf, softball, and soccer—we were interested in increasing women's coaches' salaries, and increasing student scholarships. It opened up this whole vista of work for us to do, and we were guided by Title IX. Title IX has thirteen components, so we just looked at these thirteen components. It includes things like travel and per diem allowance, equipment and supplies, scheduling of games and practice times, tutors, locker rooms, publicity, housing and dining facilities, support services.

In other words, this was our blueprint, so we could say, "OK. Well, it looks like the women's basketball team never gets to practice at Lawlor. We have to fix that. It looks like Ada Gee makes less than half of what Trent Johnson makes. It looks like the men's locker rooms and their facilities have x, y, and z."

Then you got people like Vicky Mendoza interested in looking at statistics. She was our stats person who would look at all of these federal reports. So, that became one whole segment of what we did.

The other segment was under Joe Crowley's leadership, and with the help of Bob Miller, it was to get money from the Nevada legislature to fund Title IX compliance. We began to learn as we became educated about intercollegiate athletics about just how much it costs. It's enormously expensive, and legislatures typically do not allocate the money for intercollegiate sports; universities have to raise the money.

The AAUN, which used to be known as the Wolf Club, we also considered our enemy for a while. Well, we knew we needed them, and they certainly did excellent work, but they were pitted against us as we were the David, and they were the Goliath. Back then, and to this day, AAUN

has the huge task of trying to raise the millions of dollars to fund all of these programs, and it was not lost on us that they also needed to raise millions of dollars to fund women's sports, and we better understood that as time passed.

Joe Crowley came up with this idea to try to get \$50,000 from the 1997 Nevada legislature to fund compliance with Title IX. We worked with Joe and Angie to do what we could to help in that effort. We had a great deal of confidence in Joe, and we knew that he shared our interest. So, what happened was—Joe or Angie can tell you far better than I—when they went down to the legislature to lobby, people like Bernice Mathews and Jan Evans said, "What do you mean \$50,000? We need more. This is ridiculous!"

Over three legislative sessions, the University of Nevada and UNLV, who lifted not a finger to assist in this effort and didn't see what the big deal was, got from the legislature at least a million dollars, and I think that may have been per facility.

We worked behind the scenes; our little gender equity committee was busy at work. How do we talk to legislators? What do we do? That is when we came up with the thought, "How can we put a face to why Title IX compliance is important?"

So, the Women's Sports Foundation has an annual National Girls and Women in Sports Day, and it's in February, which happily coincided with the legislative session. What began as a lobbying effort is now an annual event. We arranged for busloads of little girls to go down to the Nevada legislature to take a tour and to have the day declared, "Girls and Women in Sports Day in Nevada," all that dog and pony stuff. We had brown-bag lunches for all the little girls; we had legislators speak to them, and we had student-athletes from the university, young women, come down and speak.

Of course, the predictable thing happens when you do this with legislators. They love the idea of having a student-athlete sit with them on the floor of the assembly or the senate. Then Bill Raggio and Sheila Leslie or Jan Evans—I think over the years it changed—would introduce the girls, and I have speeches that I drafted for them to read.

Our goal was also to make it as easy as possible for these people to do what we wanted, so we did all of the work. We got the school district to give an excused absence for these girls to all go down to Carson City, and we did that for two of the three legislative sessions. Then, of course, the lobbyist for the university and other athletic administration officials would present testimony and talk to legislators.

We used that event, National Girls and Women in Sports Day, to a great advantage. We thought that these young girls benefited from having a trip down to the legislature, having a tour, being made to feel special, and from hearing about being a student-athlete and who they could become. We'd have university women athletes to talk to them about how they became college athletes, and so it was great all around. It was a huge amount of work, a huge amount of organization. That has morphed now into a big day in February every year, in conjunction with a women's basketball game, Girls and Women in Sports Day, and the student-athletes are there. They have dinner, and we have an exhibition basketball game with some middle school teams.

As time passed, someone decided we needed to add boys to this event, which I thought was unnecessary. To me, it's like changing Martin Luther King Day to "Martin Luther King and Some Other White Guy Day." I mean, to me, it's about girls and women in sports. Nothing against boys or men, but they have had "Men and Boys in Sports Day" every single day for over a hundred years. As a result, I've lost interest in the event, because it's been changed.

It's great that the student-athletes are up there, and they see the kids. I don't mean to detract from that, but to me, there was a larger way that you could use this particular event and make it something more to bring attention to intercollegiate athletics and the disparities that continue to exist for women and girls in sports. There is nothing wrong with taking one day to celebrate girls and women in sports.

You had mentioned that the report that you worked on with Ada Gee was in the fall of 1994, so did that come out of the early stages of Pack PAWS?

You'd have to ask Mary Conklin and Angie Taylor which was the chicken or the egg. Joe Crowley encouraged Angie and then got Mary Conklin a half-time position to work on fundraising for women's sports. I think Joe Crowley quietly did that, and perhaps Pack PAWS came out of that. They were working on parallel tracks.

One of the other big events that we started was the Salute to Champions Dinner, and that was Angie's brainchild. Let me just put it this way: I don't think Chris Ault ever thought that Pack PAWS would amount to anything. I think it was more lip service and patting these nice women on the head, but I could be wrong. With respect to that dinner, Angie sold it to Chris Ault by saying, "Gee, Coach, we were thinking of just putting on this little dinner. Do you think it would be all right? We're just thinking maybe we could ask a woman who is a collegiate athlete to come and talk, but would it be all right?"

In other words, she minimized what we had in mind, and he thought, "Sure, no one will come," or, "It's not going to be a big deal," and she, of course, agreed to do everything, which we did.

Our first dinner we had four hundred people, and Jackie Joyner-Kersey spoke, and she was one of the most impressive people I've ever met. She talked about her life and growing up, and it was just unbelievably successful. The irony is that Chris Ault may have realized that there was money to be made. At some point, Pack PAWS was asked to set fundraising goals, and this was a decided shift from its original purpose and mission.

All of a sudden, we became a fundraising organization, and Mary Conklin and Angie responded in a big way. Mary was excellent, as was Angie, at soliciting large donors for gifts for women's sports, and they got two \$1 million-dollar gifts, one from the May Foundation and one from the Wiegand Foundation, and Nevada won a national award for what they had done.

We had wonderful press conferences to announce these two million-dollar gifts. The press was there, we were there, but Chris Ault was not. That sense of being snubbed did not sit well with the women who had worked so hard, because it

was our view that whatever we could do to benefit the university would benefit everyone. This idea of being snubbed and being told in a variety of ways, some subtle, some not so subtle, "You aren't important. You don't count," just made us madder, just made us work harder for our issues.

Anyway, we did start that fundraising. We had a golf tournament in the fall for several years, but it was said to compete with so many other golf tournaments and events that it was eventually cancelled. There was also one point at which there was a push to cancel the Salute to Champions Dinner. I don't know how that was orchestrated, but we had a very unpleasant meeting, as in difficult, with Angie, Mary, Joan Wright, Vicky Mendoza, and I about, "Wait a minute. What's going on here?" So, the dinner was saved.

On the gender-equity front, women's golf came on board and then women's soccer. This didn't happen in the planned time frame, but we were thrilled, and then came women's softball. Then there was a second follow-up NCAA study done in 1999-2000, but nobody knows about it. I don't think anybody in Pack PAWS has a copy of it. They don't even have a copy of this early study, because everything changed when what we considered the Women's Athletics Department was moved up to Legacy Hall. All of a sudden there was a reorganization, which resulted in completely marginalizing Angie Taylor. Mary Conklin was absolutely miserable, and our sense was that all of this was orchestrated to undermine Angie, Mary, and our work in Pack PAWS. This may not be true, and I have no idea what really happened, but the effect of this reorganization was that Angie was relegated to a much lesser role.

That was the beginning of the end for Angie and Mary. Angie no longer oversaw all of the women's sports and was instead assigned to NCAA compliance, which is a pencil-pushing, dead-end job for someone as dynamic and talented as Angie. She used to be in charge of all women's sports, and those duties were divided among different associate athletic directors. We had all enjoyed being under the radar at the Old Gym, and now Mary and Angie were under the watchful eye of Chris Ault. When the move to Legacy Hall was

completed, a lot of unhappiness began to surface about the Athletics Department, not just with the coaches for the female teams, but the men's teams, too. It really began to surface and boil over.

Finally, Mary Conklin just couldn't do it anymore. It was so stressful that she decided she needed to leave, and then both she and Angie moved over to the University of Nevada Foundation. Mary eventually left there, and Angie, of course, eventually went on and finished her PhD and did other things. But I really feel they were pushed out.

I don't know the real story, but it seemed to those of us in Pack PAWS that Chris Ault finally realized just how powerful and effective they were, and he didn't want them around. Had that not happened, Angie may have succeeded Chris as Nevada's A.D., or she most certainly could have gone on to another Division I program. She was among a handful of rising-star women in Division I schools. I'm not saying that that's Chris Ault's fault that she didn't do that, at all. I think Angie made decisions about what she wanted to do with her life quite apart from that, but I don't think it helped. Typical of Angie's character, she never blamed Chris Ault or anyone for what happened to her career in intercollegiate athletics. However, when all of this happened, those of us in Pack PAWS saw a tremendous shift in how things were done, and we in Pack PAWS really became the enemy. That was certainly our perception.

And that happened about the time Angie left?

It had happened with the move up to Legacy Hall. It happened at Legacy Hall. I had *one* meeting with Chris Ault in all the years I was involved with the university, with Pack PAWS. Angie and Ada had gotten some radio spots for women's basketball. See, we just thought, "Well, we can do this," so Angie would go along, because it just made sense. We got some radio spots for women's basketball or volleyball—and they were real cute—to encourage families to come up to the games. Chris Ault cancelled them. I think he began to see that while he was not looking, we had stepped in, and things were happening, and he *cancelled* them.

We were really upset, because it made no sense to us. We wondered, "Why would you do that?" We didn't understand it, and it was very demoralizing to the people who worked at the Athletics Department who were trying to promote women's sports; it was demoralizing to the coaches.

I had a meeting with Chris, and I tried to convey the following message, "We are not your enemy. We are partners here. The reality is that women's and girls' sports are here to stay. The reality is the university needs to raise money to support all of the intercollegiate programs it has. The reality is that there is a limited pool of big donors, so why not begin marketing some of these women's sports? Look at all those moms and dads with little girls who might enjoy coming up to the university and becoming volleyball fans or women's basketball fans or watching the swim team, and maybe pay four bucks a ticket to come on up to see a game. It's a nice family atmosphere, and they get a connection with the university and start feeling like that's part of what they do once a month or whatever."

I don't think he ever understood that. I said, "This will benefit everybody, because these are not your football fans who come up and tailgate at the games. They aren't your big boosters who are going to show up and buy the jillion-dollar seats on center court, but they've got *some* money. Why not get their 'some' money?"

He never understood. At least that was what we thought, and we felt marginalized again. Those people in our community were marginalized, too. They didn't count, because they didn't have a big checkbook, and unless you had a big checkbook, it seemed like you weren't really important. That was the message I got, whether it was intended or not, and as I said, through the years things really became very difficult. A lot of the coaches for the women's teams would talk to us about the problems they were having, and there was a very rough patch when people on the coaching staff were very unhappy.

All of a sudden, Pack PAWS found itself in the middle of this dispute between Chris Ault and his staff. They were confiding in us, asking for

guidance. Joe Crowley knew about this, because some of the coaches finally went and talked to Joe.

So, this was while Joe was still here, but before John Lilley showed up?

Joe was still president, yes. I think Chris Ault was within inches of being fired, and many of us thought a change was needed. You know, history perhaps has proven otherwise. A lot of us thought Chris should step down as A.D., anyway. Perhaps Joe had a bigger vision, and I can see how that would have been a problem, although there are many people in the community who would tell me, "I will never give a dime to the university as long as Chris Ault is the athletic director." Others were extremely loyal to Chris.

He's the kind of guy you love or you hate, and I have great admiration for Chris Ault as a coach. He's an incredible leader in many ways. He's very charismatic, and people have told me he can really inspire athletes—to love him or hate him.

He's a different school. He's an older school of leadership to me; he's patriarchal. Why wouldn't he be? I get that, but that style really runs afoul of how women think and how women collaborate. I don't think Chris ever understood that we could work together, unlike Joe Crowley. Joe got it—how, if you bring these women in and allow them to become leaders, to be effective, to do work their way, it can benefit you. Chris never got that.

It was very sad times for all of us when Mary and Angie left and then Joe retired. John Lilley came in, and when Angie left, Cindy Fox came in as the senior woman administrator or the associate A.D. It is my belief that Cindy Fox was given marching orders to do whatever she could to either disband Pack PAWS or eviscerate it or weaken it in every way possible. It became clear to us that she had a very different agenda than Angie, and there developed a lack of trust between the women who had worked so hard for many years. It was a new day, and the new day did not include collaborating with us. We had no allies within the administrative arm of the Athletics Department.

So was AAUN supposed to be taking over?

AAUN continued to be, always has been and always will be, the fundraising arm. So, the clear focus continued to be on AAUN, but the idea with Pack PAWS was, "Do not help them. Do not continue to keep them relevant." That's how I perceived it.

My understanding is that Pack PAWS was providing support for things that AAUN wasn't able to.

Right, but it was little things. I mean, our contribution, financially, was *de minimis*. We bought the championship rings and letter jackets for the women because no money was budgeted for these expenses.

Was AAUN doing that for the men?

I guess so. To me, the whole tenor changed, and the women in the department who were assigned to women's sports also changed. They were young and fearful. I mean, they wanted their jobs. Who could blame them? A lot of long-time people quit the Athletics Department during this time, in part, because Chris' management style was too autocratic, and they just said, "I'm not doing this anymore." Nobody trusted anyone; people felt that they had to take care of themselves, and it was really discouraging for many of us.

Whether this was true or not, we felt that Cindy was not our ally, so we amended the bylaws of Pack PAWS to create this new committee called the Coaches Liaison Committee. Our idea was that we would go around her and Chris Ault by having Pack PAWS members be a liaison with that particular team and coach. Through this process, we continued to maintain a connection with the coaches, but also to have a conduit for communication between the coaches and us, and to support their programs.

For example, I was the soccer liaison, because my kids played soccer. My daughter played at the university for two years. We had a big soccer tailgate, and we did it all ourselves. Rich Rose and I, principally, and Michelle Hesser, this really dynamic young woman—we worked our tails off without any help from the university. In fact, it

was clear to us that Cindy Fox, Heather Troudt, and Linda Thomsen—all of whom were involved in marketing—were not going to do much to help us, nor did they. We had 700 people at this tailgate, and we got donations for hotdogs; we had face painting, we had raffle prizes, and the kids and families loved it.

As it became clear to some of the coaches that Cindy was in control, I think they became fearful that if they aligned themselves with us too much, they could be in trouble. At least, that's my perception. I like Cindy personally, but she was a young woman, and her husband was the assistant basketball coach at the time, and they were a young family. Look, they had their jobs, and we all felt Cindy's marching orders didn't include us.

One way Pack PAWS became less relevant and less dynamic was through its executive board. The uppity women lawyers went away. By this time, I'd been president for two years, and Joan Wright and Vicky Mendoza followed me. We were all on the executive board for many years, and it was our turn to leave. So, we were only operating from the sidelines in different ways, as were other women, but finally, in some ways, they succeeded in driving us away.

When John Lilley became president, we went in to meet with him. We called ourselves the Amazon sisters—Joan Wright, Vicky Mendoza, and I—because we would go on these pilgrimages to see Joe Crowley to tell him our views about things. He just loved these meetings, and we did, too. Some of them were very scary for me. I remember going a few times by myself, and I was very intimidated going up and giving Joe Crowley the news that I thought the Athletics Department had been doing—or not doing—some things that we didn't think he knew about. In some cases, it turns out he didn't. Those were some of the things we did in the early days. We delivered news to Joe Crowley that nobody else would deliver, because they didn't have the guts to do it, because they had something to lose—like their jobs.

Anyway, that's another set of stories, but when John Lilley came, we asked for a meeting with him. We arrived at the president's office expecting to meet with only him, and there were Chris Ault

and Cindy Fox. The signal to us was, “We aren’t doing things the way Joe did. Here are my two employees.”

That’s about the second time I ever had a meeting with Chris. But it was clear that John Lilley had different things in mind, and we got the message. Of course, Mary was gone; the fundraising, a lot of the things that we had wanted to do—gone. Girls and Women in Sports Day was turned into this fun day up at the university, and the political, civil rights component, you know—gone.

What happens, I think, historically, with civil rights movements is that you have those grassroots workers who are committed, and who are politically savvy, and who then dedicate themselves to change and learn how to organize and so forth, and then change is achieved. Then you name a day after someone, like Martin Luther King Day, and, all of a sudden, there’s no more discrimination; there’s no more disparity between the education minority children receive and white kids get? Hmmm. Anyhow.

So, you gloss over it. You name a day, and then you make it nice, because nice girls don’t talk about stuff. My feeling is that a lot of nice girls got invited to be on the board of Pack PAWS, women who wouldn’t make trouble, who wouldn’t question, who were good people and talented and bright, but who were not going to stir the pot.

I think the year Cecilia Rosenauer was president was different, but during the time between when Joe retired, John Lilley came on board, and Chris Ault finally left as A.D., Pack PAWS just went in the tank. I, for one, got tired of trying. These women didn’t get it, and there was no support from within, because that structure was gone. A lot of the coaches for women’s sports were hired by Cindy Fox, so where did their loyalties lie? Obviously, with Cindy Fox. And they should—I understand that—but it became a new day.

John Lilley was the one who negotiated the retirement of Chris Ault as athletic director, and now we have the unbelievable Cary Groth. I remember when they were interviewing the final candidates for the A.D. position, and Cecilia

Rosenauer was on that committee. There were people in the Athletics Department, I think, who were trying to tank Cary from being a finalist, but I can’t reveal who those people were. I wasn’t there, but I have my suspicions. I remember sitting in the auditorium of Legacy Hall with Mary Conklin and Vicky Mendoza, watching Cary Groth talk and thinking, “Oh, yes, right. In a million years we’re going to get this woman to be the athletic director. How many women are A.D.’s at Division I schools?”

By God, John Lilley did it. We were just elated, and we did spend a lot of time with Cary. Not with the Pack PAWS board necessarily, because to me, those women were on a different page than I was. I had several meetings with her and dinners, and we all met with her. We had a meeting at Josef’s Vienna Bakery, and I told her what I thought about the lay of the land at the university and what had gone on, where we were, and what she needed to look out for, and she told me a year or so ago, “You know, Val, everything you told me that day turned out to be true.”

Cary has done a tremendous job. I can’t begin to quantify, first of all, the healing that’s gone on in the Athletics Department, because she began to see some of the problems that Chris’ management style had created. I’m not quoting her; I’m offering my own observations. There was a lot that was done internally to move people through, and the interesting thing is that some of those people I had completely distrusted and disliked under Chris Ault’s administration, and I now feel completely different about them, because they became different people. They aren’t so fearful, and they aren’t so distrustful. They’ve been allowed to really become who they are as human beings and as professionals. It’s inured to the benefit of the university.

Cary has a very collaborative style of leadership, which allows people to do their best, and it’s just been phenomenal to watch. The downside of it is, I think, and I’ve told Cary this, that because we had someone you love to hate—we had Chris—it kind of made our lives easy, but Cary is the opposite. It makes it seem like everything’s OK.

Two years in a row now, the University of Nevada gets this Kennedy Award for being in the greatest compliance with Title IX, so, gee, what's the problem? I'll tell you what the problems are. There was supposed to be a soccer stadium put in at the Manogue track facility university a long time ago. Not happening. I know issues change, but you know what amazes me is nobody knows what the hell the second five-year plan is, let alone the first. They don't know what those goals were because nobody can find them.

We had a retreat in May 2007 or so for Pack PAWS, because a lot of us bitter, old women—we call ourselves, although I feel I look pretty good for fifty-four—really feel as though Pack PAWS has become this fluffy You put on this Girls and Women in Sports Day gig and Salute to Champions, and that's it, and the rest of it, I don't know what they do, frankly.

In recent years, Pack PAWS has offered very little of interest to me. I'm not interested in spending time and energy on something that isn't really doing anything, and I have lots of other issues that certainly attract my attention. So, I express this view, and I've talked to Cary about it, but also to other members of the Pack PAWS board. We had a retreat in May, and I think it was very productive. Gayle Hurd is the incoming president, and she's highly skilled, an excellent leader, and has the potential to reshape the focus of Pack PAWS.

One of the ironies of that meeting was that two members of the AAUN, the outgoing president of AAUN and the incoming president of AAUN, were both there and very supportive of Pack PAWS. When we talked about a little bit of this history, they were just astonished. But I will tell you that in the old days we clearly were that other silly, little women's group of troublemaking women. "Don't worry about them. Don't give them the time of day."

I remember asking the current AAUN president to lunch, Roger Trounday, and we went to lunch at the Nugget where he worked. He could not have been more uncomfortable meeting with me. I think he thought I was going to arrive with Viking horns and a breastplate, but it was very

clear how uncomfortable he was, but my thought was, "Shouldn't we all start trying to talk to one another?"

It was really gratifying that those two very fine AAUN people were at that meeting and were listening, and we came up with some different goals for Pack PAWS. It's clear that we can't begin, even with the Salute to Champions Dinner, to be a fundraising arm, and I don't know that we were ever supposed to be that. Chris Ault made us be that. "Fine, you raised that much money. I'm going to make it harder for you next year. So, fine, you did that. We're going to keep raising the bar," but not in a complimentary way. Not, "Gee, I never thought you guys would do that. That's great. Could you help us out maybe? Could you set this goal?"

No, we were *told*. And I think it was always in the hope that we would fail. So, we've kept slugging away, raising our paltry \$100,000, which sounds like it's a lot of money, but when you look at the budget, it's a drop in the bucket. So, the feeling is that perhaps we might spend our time doing something else. We'll see what happens.

It was interesting going back through all of my files. I have some great memories of working with these extraordinary women and many men, as well. There are just moments in time when the stars align, when you happen to be with the right people in the right time to make change and to do something good and something lasting, and I really think that happened. It's the kind of energy that can sustain itself for a period of time, and then as time passes, it wears itself out, or the energy dissipates. Also, people change; people's lives change. Joe Crowley retired; Angie and Mary left the department. New coaches came in; new athletic administrators came in.

Sometimes I've thought in the last few years, "What was all of that about? Was it worth it?" For God's sake, look at the hundreds of hours and the risks that people took and that *I* took, because Chris Ault did not like me.

One example for me was a partner in my former law firm. He came into my office one day and just started screaming at me—this was in the early days of Pack PAWS—because he thought that

we were going to put some ad in the *Reno Gazette-Journal* saying something nasty about Chris Ault. I don't even know what it was about. First of all, we couldn't afford a full-page ad. It would never have occurred to us to do something like that, but what was made clear to me in that interchange was that I had made an enemy, a powerful enemy, and that he had the potential ability to affect my professional life in my law firm. I was a single mother with two little girls at the time, and it got my attention. I think that's important, and the reason it's important is that, for some reason or other, I went ahead and did it anyway. It wasn't because I'm some courageous person. I just did what I thought was right, and, you know, I think all of us did.

There wasn't ever any personal acrimony toward Chris Ault or people who had a different view of intercollegiate athletics. A lot of us were just incredibly naïve and thought we could do this, and so we did it. That's a wonderful thing.

When I look back on this, I think, "Well, gee, did we change the world? Did we really do something important?" You know, maybe not, but maybe in our own small way. It didn't change the world, but I sure met a lot of wonderful people.

When I go to the university, I see the student-athletes who have a fee waiver because we had a meeting at the Emerald City Cafe and found out Chris Ault wasn't using those fee waivers that Joe Crowley got from the legislature, and we went and told Joe Crowley that. What came from that is eventually all of the student-athletes at Nevada and at UNLV now enjoy those tuition and fee waivers. So, we helped someone's pocketbook, and we helped some student get a little bit more of a break and helped some coaches allocate their scholarship monies, maybe, in ways that they otherwise wouldn't have been able to do. And we really did have a ball.

Would you do it all over again?

Yes, I would. It's really been a wonderful experience, all in all.

RANDI THOMPSON

Randi Thompson: I was born in Sacramento, California, in 1961. My parents lived there for approximately eighteen months, which really upsets me because I'm a sixth generation Nevadan born in California. I've never forgiven them for it. So I technically say that I was conceived and raised in Reno, but born in Sacramento.

My dad [Don "Snoshu" Thompson] ran an advertising agency. When I was born he actually was doing advertising for Channel 2 and Channel 8 here and Channel 40 in Sacramento. He came back to Reno and started his own advertising company. One of his clients was the Reno Business College, and the owner, on his deathbed, asked dad if he would take over the college for him. So, my dad went from an advertising executive to a college president overnight.

In conjunction with running the Reno Business College we started a restaurant, called Holcomb House. We operated that restaurant from 1976 to 1979, then rented it out to a place called Bailywicks, and now it's rented out—well, technically they purchased it from us—to Silver Peak. My dad was an entrepreneur, and my mom, Norma, was a stay-at-home mom that pretty much worked side by side with dad in all of his business ventures. My father is a UNR grad, and my mom is a Utah grad.

Snoshu's was the place that we also had from 1996 to 1998, and it was quite the hangout for the now thirty-year-old crowd. When they turned twenty-one they were all pretty much helping run our restaurant, which was really running us out of booze every weekend.

Allison Tracy: Where did you go to grade school?

I went to Jessie Beck Elementary over on Plumb and Sharon Way, and then I went to Billingshurst Middle School, the one that's no longer there on Plumas Street. It was torn down the year after I left in 1976. I went to Reno High School and graduated in 1979. Then I went to Oregon State University (OSU) to study public relations.

This was during the budget crunch of the 1980s in Oregon, so they combined the journalism school. I ended up going to the University of Oregon, because that is where they moved the journalism school—they consolidated those schools in 1981. I did two years at OSU and 2 years at Oregon, and graduated from the University of Oregon in 1983.

Growing up, what sort of activities were you involved with?

Primarily skiing; my family was very much into skiing. That was all of our Christmas and winter trips. We pretty much vacationed in the wintertime and would go skiing. I also did the basic stuff you did as a kid—gymnastics, tennis, and theater. My sister and I both got into a theater group that is no longer around, which is really a loss, called the Junior Light Opera or JLO. I did theater through high school, as well.

When you were at Reno High School, what is your memory of athletics there?

[laughter] Trying out for the ski team and not making it, even though my dad was the assistant coach. That was embarrassing. I was class president most of my years at Reno High School, so I didn't have time, nor did I have the inclination to be an athlete. I did more student council stuff than I did athletic stuff. My athletic experience was pretty much going to the football games.

Do you remember women's athletics being at all prominent at Reno while you were there?

To some extent. I can't say prominent, but it was there, because we had a coed ski team and a coed tennis team. Actually, the first time I ever started lifting weights, which I still do to this day, was at Reno High School. I know the idea of being healthy definitely started in high school, which was probably not a real strong thing back in the 1970s too much.

Do you remember what sports were available for women at the time?

Track, tennis, volleyball, skiing, and soccer. Soccer was more of a club sport, and a training thing, but I remember playing soccer. The ski team played soccer a lot, but it wasn't really a sport at all.

At that point, what other high schools do you remember being in the area at the time?

We competed primarily against Wooster High School. They were our biggest rival. Reed High

School had just come on line. Sparks High School and Hug High School were around, and then as I graduated, McQueen High School was being built. Galena High School and Spanish Springs High School are all new.

What do you remember going on with women's athletics at both OSU and Oregon while you were there?

I remember it more at Oregon, because I actually worked on a paper on Title IX in Oregon. At Oregon State I got involved in a sorority and again in student government, so I didn't focus at all on athletics. But at Oregon I actually had several floormates—people that lived on the same floor as I did in my dorm—who were cross-country runners. They would come home after these twenty-mile runs and would ask me to give them massages, so I would learn their techniques. "OK, now, you've got to go up this way, and you go against the grain of the muscle," and all these terms for massage. I ended up doing massage therapy years later based on the track team teaching me. That was my first experience with really good athletics, the cross-country team at Oregon. That was very big, Oregon being the running school that it is. Track was very big up there.

Do you think that there is something in the water in Oregon that creates these runners?

Well, you had Mary Decker-Tabb, Steve Prefontaine, and Alberto Salazar. You had some incredible national athletes that got the attention, and they were local boys and girls that had done well. I think the interest there was that they had some stellar athletes that inspired a lot of people, but I also think it's the terrain and the altitude. Oregon—Eugene especially—is pretty flat, so it's a great training area with not real high altitudes. That's just what they were known for, that's what they attracted, and that's also what they inspired, just like New Hampshire and the Sierras inspires skiers. I think it is that you go to Oregon if you're a runner.

Do you remember a difference between OSU and the University of Oregon in how much they supported women's athletics?

Because I wasn't actively involved in it, I can't speak from that angle, but I'd say my perspective was that Oregon was much more oriented toward athletics than Oregon State. Oregon State was more of a farm school and focused on the agricultural side of it. The veterinary school was a big part of Oregon State, too. Oregon was more about the liberal arts and freedom, and athletics was more important there. At the time that I went to Oregon State, though, the men's basketball team was number one in the country, so that was the inspiration at the time. The domination on our campus was the men's basketball team. Oregon was number two in the nation not too long ago in men's football, so their prominence on the national scene is definitely higher than it was when I was there.

Did you have any problems with the OSU/Oregon rivalry?

It was a blast, the "Civil War." Actually, my senior year we had this Civil War Run, where you ran the football from Oregon to Oregon State. We couldn't get anybody to run it that year, so we drove the ball from Oregon to Oregon State. We used to joke about it being called the "Toilet Bowl," because, generally, the score at the end of the game was 0-0, because the football teams were so bad at that point. But it was a great rivalry, just like a Wooster/Reno High School rivalry or UNR/UNLV rivalry, except Oregon State and Oregon are an hour away from each other, if even that much. Beaver versus Duck, really two stupid idols.

What do you remember being the dialogue surrounding Title IX at that time?

There was a lot of animosity towards it—sports is for men; the money coming in is going to support men's football and basketball. It came down to the bottom-line money issue. The booster money was going to the football program because they could be prominent. There was this reluctant

support of Title IX and, to some extent, people saying, "Oh, we have to do that for the chicks," and pooh-poohing it.

If I remember right, I did a paper looking at why we should be supporting Title IX and what the benefits are. It is so ironic, because of what I did for Pack PAWS in looking at the benefits of athletics to women and how men have benefitted for hundreds of years on the team building, the leadership training, and the camaraderie that you get out of team sports. Women have not been able to participate in that, and I think women have not been as good of leaders because they haven't had that experience that men have had for so long. The paper looked at the pros and cons of Title IX, but I think it was more than anything trying to build justification for compliance.

In that paper, did you at all examine how close or how far away Oregon was from actually being compliant?

I cannot remember. I don't think it was very pretty, but I don't really remember the specifics of it.

You mentioned that you were part of the journalism school. Were you actually studying just journalism?

I studied journalism with an emphasis in public relations and advertising.

What was it about OSU originally that had attracted you to that school?

I got accepted to four different schools, and at the time I was into theater, and OSU had a very good theater department. My sister is a jazz singer, and I sang, and they had a very good jazz choir, which I actually participated in at Oregon State. Their sorority system was good, and I knew I wanted to be in a sorority. Also, the journalism school was pretty well rated. But I also wasn't sure if I wanted to go into journalism, or if I wanted to go into forestry.

At the time I wanted to be a "PR person in the park," and so I actually started at Oregon

State in the forestry department, but after my first botany class, I realized I was not a scientist, so I turned to the journalism school. The journalism department at Oregon was much better, just because of the liberal arts emphasis, and so even if they hadn't combined the schools, I probably would have transferred anyway.

I came from a small town, my mom went to University of Utah, and my dad to UNR. They were both local people that stayed in their hometowns and went to the school. Quite the fight in my family was whether or not I should go out of state.

Dad said, "I don't want to waste the money when all your core classes are going to be the same at UNR."

I needed to go to a school that was big and allowed me to be a smaller fish in a bigger pond, because Reno was so small. Oregon State had a nice community about it, and it wasn't a big town. We all felt that the change for me wouldn't have been too big, versus going to Michigan, which was another school I was looking at. My God, ending up near Detroit? That would have killed me. That was too big of a town. So, it was the atmosphere of Corvallis and really the conservative aspect of Corvallis. It was much more of a conservative town, even though it definitely had the hippie group still downtown like every town has. Well, at least in Oregon, every town has that—not around here.

There was the Beanery. I thought, "What? The Beanery?" It was a coffee shop. I could see why Starbucks and Seattle's Best Coffee all started up there, because coffee shops were so big in Oregon and in the Northwest. You need more caffeine, because you don't get as much sunshine. [laughter]

Can you tell me a little bit about how your career progressed, and how it led you to interviewing at UNR?

After I graduated from college I ended up moving to Washington, D.C., and I lived there from 1984 to 1992. I focused on government relations, lobbying specifically. My public relations degree

came in handy, because you have media relations, and government relations, but you are still relating to one specific group, so I focused more on lobbying.

Eventually, I just got disgusted with D.C. and politics and came back in 1992. I was staying self-employed, and I found that the more I did government relations and public relations, the more I was doing fundraising, coordinating events, outreach, and stuff like that. So, I did a lot more of those activities that go from lobbying to fundraising. It's just a natural thing in politics, and with the fundraising goes special events. Somebody called and said, "Hey, UNR's women's athletics is looking for a special events planner," and that is when I started pursuing that job.

Can you tell me about the interview that you had with Angie Taylor and how it went?

It was very cordial, but I felt I was more than what they wanted. They liked my experience, especially in the political realm, but the job was more about putting smaller events together. They weren't focused at that time on creating a booster organization. They wanted someone to come in and help them put together basketball competitions in between basketball games. They wanted to put more butts in seats at games. That was really the bottom line for that position. So, while the interview was cordial, I could tell I was not what they needed. My experience was much different than an event planner in that sense.

In that interview, did you discuss the need for an organization like Pack PAWS?

Yes. I would love to say it was my idea, but I don't think it was. My dad was very involved in the ski team boosters and was pretty active when they essentially got kicked off campus. With a lot of his ski buddies, my dad started the Reno Recreation Club, which became a booster organization for the ski team. So, now you have the UNR ski boosters who sponsor the UNR ski swap and other things that support the ski team.

That was my background. I knew the struggle my dad went through to support the ski team on

campus, when it was relegated to a club sport. In talking to my dad and talking to a few other people about how the ski team had its own boosters club, it just got into my head—or somebody else talked about it—why don't women's athletics have their own booster club? I had this belief that they were going for the same size of the pie, when there are a lot of people out there that aren't a part of the pie. We could increase the size of the pie by bringing in more people that could support women's athletics.

So, it was during the interview that I threw out the idea of expanding a booster base, and really going after the soccer dads and moms whose daughter is now playing soccer. Because of Title IX, you had that trickle down into the high schools. You had more women in athletics, and you had more parental interest in women's athletics.

I guess my feeling, based really on what my dad had done with the ski team, was that if you had your own boosters group, you could really support women's athletics at a new level. So, I just threw that idea out in the interview, and a couple days later I got a call from whoever was the interviewing person saying, "Thank you very much, but you didn't get the job."

A couple days later I got a call from Angie Taylor, who said, "Can we go have lunch, because I would like to talk to you about this."

She had already looked into the idea—I can't really say it was my idea, just *the* idea of it—so when we met for lunch a couple days later. She said, "I really liked your idea of the boosters group, and I'd really like to pursue that. But since I can't really ask the special event person to do it," because it really is a total different task than what she wanted this person to do, "would you be interested in coming on board as a consultant and help us to formulate it?"

So you were hired on as a consultant?

Yes.

What were the first things that you had to do?

Well, it was the very basics. I met with Angie, and I can't remember the name of the lady that

they did hire for that position, but she was a very nice young lady. We sat down and went through my duties and responsibilities of getting this group together, and it was actually Angie's assistant that came up with the name of Pack PAWS. I will not take credit for that at all, and I think it is a clever name.

I essentially wrote a proposition for her, or a business plan, of what Pack PAWS should do, and where we should go. I wrote an outline of the organization, with things like monthly meetings, quarterly meetings, bylaws—just the basic stuff. I think we ended up getting bylaws from some other organization, and I just rewrote them to fit our mission. I brainstormed ideas on what events we would do to raise the money, what statements we should be getting out to the public to support women's athletics, but more than anything it was also getting a board together.

I remember writing a letter to Frankie Sue Del Papa, Lynn Atcheson, Fritsi Ericson, Patty Sheehan, Mendy Elliot—Mendy Cavanuagh at the time—as well as some of Angie's contacts that she knew from UNR that had been in athletics.

So, essentially I worked on putting together a founding board and coming up with their missions, goals, and bylaws, and just the whole formulation of it. We developed the Salute to Champions dinner and having an award for different age groups. We wanted to give an award to an outstanding junior-high girl, because NCAA rules wouldn't allow us to pick a female athlete in the high school. Then we honored the UNR female athlete of the year. Then we honored an adult athlete in the community, and Patty Sheehan was our first adult recipient. So, we had a UNR student, a junior-high-school student, and then an adult in the community, because we wanted to create an award system that showed up-and-coming athletes, gave girls something to strive for, as well as to acknowledge the trendsetters in our community, like a Patty Sheehan, that have just done so much for women's athletics.

We had to put together the questionnaires and figure out what were the qualifications. What do we want from this, especially for the youth athlete—GPA, activities, community

involvement? I remember the first year we put this out there and we probably got sixty or seventy girls that applied. It was a great response for a first time thing that we really were still exploring and building. It was really cool to see the response and to see how many daughters and their dads came to the Salute to Champions dinner. So I helped formulate everything from the bylaws to the mission, to the goals, to the financial plan to see how this could be a reality. (What did we want to see come of this?)

What sort of things were happening at UNR that made you see the need for a group like Pack PAWS?

Mike Anderson, who was the swimming and diving coach, was a very good friend of mine, and we had been prior to my being hired for Pack PAWS. He shared with me his frustration at how few scholarships he had to offer and the money and the support that his team got, or *lack* of money and support that his team got, while he had two Olympians on his team from Australia and China. You couldn't say that of too many other teams up at UNR at that time, let alone a lot of colleges. So, you had world class athletes that were just getting ignored. Then with the track team, I think they had just let the men's track team go before I was hired.

That was in 1994 that they did that.

OK, so this was one reason I was brought on, because I think there was such a strong reaction to that. The men in the track community were mad, as well as the student-athletes. You don't get to addition through subtraction. You don't build up your women's sports by getting rid of men's sports, and that, unfortunately, had been the case at a lot of schools in the country. I have a feeling it was Joe Crowley who said, "This is not the way we should be doing things; we should be building up women's sports."

Another part of the Pack PAWS mission was going into the community and saying, "What programs do you want? Do you want softball? Do you want soccer?" We picked the priority

sports and created the teams based on what the community said it would support. Soccer came out overwhelmingly. Women's golf was very strong, thanks to Patty Sheehan, and Patty's caddy, Carl Laib, who became the coach.

I saw the need for it based on not only my relationship with Mike Anderson, but once I got the job, also with talking to Curt Kraft, Ada Gee, and some of the other coaches. There was, to some extent, maybe a little bit of the jealousy that I think exists in all athletics—my program doesn't get as much as it should. But there was just the real need for support at the very basic level of why we should have athletics. So many of our male and female athletes that aren't getting the media attention, while bringing in the money, really are great students that go on to do great things. The athletic program gave them the opportunity to go to school, but it also gave them an opportunity to excel in their area. You look now at the woman that runs the Nevada tourism office in China, Limin Liu, and she was the Chinese Olympic swimmer on Mike's team. She got a great experience, and a great education, and we got a great ambassador out of it. I could see the benefits in the long run.

As I was doing some research at the time, to put together information that I could take to a Frankie Sue that would convince her to join this, I saw the overwhelming statistics on the benefits for high school and younger women who get involved in sports: pregnancy is down; drug use is down; dropout rates are down. The benefit of girls getting into sports at a young age is so strong, and those stats really won over a lot of women in our community who, like me, hadn't been athletes and didn't necessarily think you should support women's athletics, until you saw these staggering statistics.

Did you see Pack PAWS as having one main purpose or many different purposes?

Well, I think one main purpose was just supporting women's athletics, but I guess going with that, increasing the stature of women's athletics, and to some extent inspiring young girls to follow in that trail.

When you were going through the process of writing these different documents, doing bylaws, and building the framework for Pack PAWS, what type of person did you see as the ideal Pack PAWS member?

For the founding board, it really had to be prominent women in our community who would get attention. Nevada Women's Fund was fairly new at that time, and I saw how they had prominent women in our community on their board. Nevada Women's Fund is a perfect example, I think, of a group that has just done all the right things. I'd say of any group I was trying to emulate it was theirs, and thus, many of their members were many of our members.

So I think it had to be somebody that appreciated athletics and its benefits, but didn't necessarily have to be an athlete. So, a Patty Sheehan was one idea, but so was a Lynn Atcheson, who was an outstanding leader in the community. Then we needed women that could preach it, and so that's why we had to have some female athletes on there: Valerie Cooke, Vicky Mendoza, and a few other people that actually could talk about their experience as athletes in college.

You said initially for the board you were writing them letters to get them involved. Were there other recruiting things that you did?

Letters, phone calls, and setting up meetings. Most of the women that I sent the letter to—because I wrote a really good letter—signed on without a problem. [laughter] The commitment wasn't too much. There were no fees, and it was just a monthly meeting. I remember that first meeting pretty well. I think almost everybody showed up—maybe two or three didn't. That initial meeting was a “who's who” of women in our community. At that time we didn't have a real big group of “who's who”—and it still isn't very big—but we had them at this meeting. People wanted to be a part of it, because it was something new, something different, and something good for women.

Do you remember the connection with the Northern Nevada Women Lawyers Association, or being surprised by how many lawyers were attracted to Pack PAWS?

No, because Valerie Cooke and Vicky, both being attorneys, I think had a pretty good group talking amongst themselves. And that's the thing, because you got one or two people that are involved in another group, and they brought in that group with them. So, it wasn't ever my intention of targeting an industry like that, but I think, the women that are lawyers are the kind that could multitask. They could do the athletics and go to school, and they valued it. I think a lot of it, too, was that we were targeting moms that had girls that were in athletics.

When were you first hired on as a consultant?

I want to say it was May or June of 1995, because I'm pretty sure it was about eighteen months that I worked at UNR.

Do you remember any specific problems that Pack PAWS first tried to tackle?

I think we tried to address the competition with men's athletics, and the perception that we would be taking money away from football and basketball. Here you had a boosters' organization called the Wolf Club that really focused on football. Now they've broadened that scope, and I think it was partly because of Pack PAWS that they broadened their scope. What is it called now?

The organization is AAUN, the Athletic Association of the University of Nevada.

Right, so they got a little more professional sounding. I don't mean to be disrespectful—it was a great group—but I think there was some pressure on them to be a little more, I guess, politically correct by supporting all athletics. The perception was the Wolf Club was the men's football group, even though it was supposed to be supporting all athletics at UNR. So, I think that

was our biggest hurdle, that some people felt Pack PAWS wasn't necessary.

When you have an athletic director who is also your football coach, or the tandem football coach, the emphasis was so much on football. And I know Chris Ault is a god to a lot of people in this town because of the football program—OK, maybe not this year. [laughter] Hey, look at my college that went from two to twelve to twenty-two in a matter of weeks; Oregon dive bombed quickly, which does happen in football.

What sort of budget do you remember Pack PAWS having over the time that you were there, if anything?

I don't really remember a budget. I was getting paid \$1,000 a month—man I was cheap back then. [laughter] I know I was there for about eighteen months, because I remember the day after the Salute to Champions dinner, we netted \$18,000. We essentially broke even for a year and a half of work to start this group. That was pretty good, especially when you are bringing in Jackie Joyner Kersee, and you are having a great dinner that we didn't charge a lot for. It was really a good event, but I don't think we really had a budget per se.

How difficult was it to get Jackie Joyner Kersee to come and speak?

Angie did that. We all had our strengths, and because of Angie's track and field experience she had prominence in that area, so she was able to get Jackie Joyner. We had Bonnie Bernstein, either the second or third year, I think, and then Mary Lou Retton was another speaker. For me it wasn't tough because that was Angie's task. My task was the developing of the awards and getting that whole process together. We actually had a committee formed of Pack PAWS members who read all of the award applications for the athletes. We knew the first year we were going to give the adult athlete award to Patty Sheehan. That was just a given, because there are few women in this community of that prominence. The real challenge was the junior-high-school student.

Did they nominate themselves, or did a coach nominate them?

A coach or a teacher from the school nominated the student, and then the student had to fill out the forms. It really wasn't a self-nominating thing; the coach had to approve it, and send letters. We had to have a letter from a parent, a coach, a teacher, and somebody in the community, to show that they had really good community involvement.

What was your turnout for the first year?

I want to say it was three to four hundred people; it was big for a first time event.

Do you remember where it was held?

I'm pretty sure it was the Eldorado. We had a VIP reception, where you paid more, and you got the one-on-one photo with Jackie Joyner-Kersee, and then the dinner out there. It was your typical dinner where you pay more for the VIP stuff.

Do you remember how much it cost to get a seat?

I think back then it was probably \$25 or \$30; it really wasn't a lot. And I don't even think we really sought sponsorships too much for it at that point. It was just pretty much a ticket thing.

How much money did you ultimately make from it?

We netted about \$20,000 that night, so if you add in the cost of hiring me, we essentially broke even for the investment put into it. Within a week, though, a woman named Lynn Bremer, who had come down from Incline Village to that dinner, had called Angie and gave them, I think, \$40,000 for a student learning center. So, she endowed that, and that was within a week or two of the event. If I remember the conversation right—and Angie can tell you better—Lynn was so impressed with the event, with what we were doing, and with this whole idea of supporting women's

athletics separate from men, that she wanted to do whatever she could. "What are your needs?"

Angie said, "We really could use a learning center."

So, that was the first thing.

Do you feel that Salute to Champions was a solidifying event?

Yes. I wanted to form this group that would have sustainability. We needed an event that would capture this community and show the positive sides of women's athletics and physically show the support that women's athletics can have. When you saw the men that came to that dinner with their daughters Not that we sold it as a daughter/daddy night out, but it ended up marketing itself in that manner. There were moms there, too. I think Chris Ault and Joe Crowley couldn't help but see that, wow, we were on to something here. And two very different reactions to that "wow". [laughter]

So, ultimately, do you feel that that first Salute to Champions was successful?

Yes, very much so.

In the formation of Pack PAWS, do you remember outlining what committees you felt there should be?

Yes. We obviously had a bylaws committee, a membership committee, the awards committee, and I'm pretty sure we had some sort of exploratory sport committee looking into sports that should be added to the curriculum. That is really where the softball versus soccer discussion started.

From the first day that you sat down and started working on Pack PAWS, through Salute to Champions, to when you left, did your notion of what Pack PAWS should be ever change or evolve over the time?

Good question. I don't think so. I think it exceeded my expectations, but I don't think it changed from what we originally envisioned. The way it was just thrown out there initially, I don't

know if I had a real set idea in my mind of what this should look like. I let it just mature and evolve. That Salute to Champions dinner is probably one of the highlights of my career because of the diversity of people, the community support, the positive impact I think that the program has now had—hopefully it's raising enough money that it's making a difference. I knew the support was there; I just had to prove it to people, especially to Chris Ault. I had to show that there is support for women's athletics out there.

Was Pack PAWS doing any sort of lobbying while you were there?

Not that I know of, no. For one, it was a non-legislative year; 1995 would have been the legislative year. I can't think of anything that we needed.

Were there any other activities besides Salute to Champions that Pack PAWS tried to put on or explore?

Not that first year. I think that was probably the focus of just getting formed and looking at options for fundraising and then focusing on one fundraiser a year.

How did the Athletics Department react to Pack PAWS success?

It depends on which side of the Athletics Department you're talking about. [laughter] When I had talked to the women's coaches they were just tickled pink. They finally felt like they were getting the attention they deserved. On the other side, I can say that the day after the event Angie told me of her meeting with Chris Ault when he said, "How did you make that happen?"

She said, "We hired a consultant."

He said, "Well, she's fired."

That, to me, is indicative of our success. I say this with a point of pride now, that I got fired by Chris Ault for being successful.

I didn't have really any other interaction, except with the female coaches, and many of the

coaches were coed, like a Curt Kraft, the ski team coach, the cross-country coach, and tennis coach. A lot of them were really supportive. I think I heard them say several times, "Hey, you're raising awareness of athletics. I don't care if it's men or women, you're raising the awareness of athletics, the benefits of it, and the fact that women do get to compete on a national level, and on a collegiate level." At the time Mike Anderson was making headline after headline, Ada Gee was kicking ass in basketball, and our volleyball team was doing well. They were doing so well, and now they were getting what they felt was finally the promotion and the love that they deserved. [laughter]

This probably goes beyond your experience while you were at UNR, but do you feel like Chris Ault ever warmed up to Pack PAWS?

No.

Do you feel like he was surprised by the success of Salute to Champions?

Very much, yes. I think the way they changed the Wolf Club to the AAUN was an acknowledgement that they thought, "We need to break the stereotype we've had for a while, and we need to broaden our spectrum." Rather reluctantly, but inevitably.

Did you stay involved with Pack PAWS?

I went to a couple of the dinners, and then I've somehow fallen off their mailing list. I would go to Salute to Champions every year if I got the invitation. I joke with Pat Richardson up there, asking, "Have you lost my mailing address?"

I would stay involved because, for lack of a better term, it's my baby. I'm very proud of that. It's nice to be able to look back at my point in my life and say, "I helped make that happen." And it wasn't just me. Angie and her team were a great team, but I'm really honored to have that opportunity to help and be involved in something that has now left its mark.

It wasn't too long afterwards that I was at a dinner when Dixie May of the May Foundation donated a million dollars for an endowment. We did do a golf tournament at Hidden Valley, and I remember talking to Kristen Avansino from the E.L. Wiegand Foundation, and they had then endowed a million dollars for scholarships as well. So, there is two million bucks that Angie never would have been able to get had we not done this, and I'm sure that support continues to this day.

And it was kind of "the old girls club." It was fun to be able to see these women be able to get together and rally around sports. I loved the golf tournament. I don't know if they still do the golf tournament or not, but there are a lot of girls in this town that would love to do a women's golf tournament to support women's athletics.

What do you remember of Joe Crowley's involvement and support for Pack PAWS?

I didn't talk with him until well after this. I remember several years ago I saw him at an event and thanked him, but it was only based on what Angie told me. The way she described it, Joe had set aside some money for supporting women's athletics, saying, "Do whatever you feel is best."

During our first lunch meeting, she said, "I think the best use of that money is to hire you and make this Pack PAWS thing happen."

I would say that an \$18,000 dollar investment that brought in at least two million dollars, that I know of, is a pretty damn good return on investment. But Joe was the one behind Angie. After she talked to Chris Ault, and he told her to fire me, which, by the way, was fine because I did what I needed to do, I remember she went to Joe Crowley and told him what happened.

He said, "How much longer do you need her for?"

She said, "About two months of clean up."

He said, "Then keep her on for two months, three if you need it, and then let her go."

I'm fine with that, and I'm not at all bitter. If anything, I laugh that something that really has done a lot of good to the Athletics Department

was treated so offhandedly. They thought, “OK, enough of you people. Get out of my hair.” That’s my own secret, little joy, which now, everybody will hear. [laughter]

When you first came on in 1995, what were the issues with visibility that women’s athletics was dealing with?

They really didn’t have any. And that comes from more of the perspective of the coaches. There would be some coverage in the *Reno Gazette-Journal*. I think Jon Killoran, the sports director at Channel 4, was one of the better ones. I think Jon gave the most coverage to women’s athletics, than any of the other TV stations, but there really wasn’t much visibility at all. No one was really paying attention to the variety of sports up there. The ski team got attention because of the way they had been kicked off of campus years previous, and were now doing so well nationally as a club sport. While this paper has always been very supportive of UNR they really didn’t give a lot of visibility to the women’s side.

What sort of things did Pack PAWS do at the time to address that?

I think part of our mechanism of raising awareness was doing more press releases on the activities up there and on the formation of Pack PAWS. The Salute to Champions dinner got really good press, as did the donations. It took a while to get that publicity machine rolling, but when you get a \$40,000 donation, that’s significant.

Do you remember at all the 1994 self-study that UNR conducted on women’s athletics?

I probably saw the results of it. My guess is, at this point, that’s probably why they brought me on, and why they wanted to create Pack PAWS, to counteract some of the shortcomings.

Do you feel like your work allowed Pack PAWS to hit the ground running?

Well, yes. I don’t want to make it sound like it wouldn’t have happened if it weren’t for me, because that’s not the case. I grew up in this town and because I was active in the community, I had a lot of good connections to folks. I’ve been involved in politics since 1978 in this state, so being able to get to policy makers and decisions makers is what I do.

One former client called me a connector; I connect people to solutions, and that is what I’ve always done in my career. I’m not the kind that takes no for an answer, so when I saw that we were butting heads with the Chris Aults of the world, I just went around it.

The woman that was hired for the special event position, as much as I thought she was great, she was young, didn’t have a lot of experience, and she couldn’t have done this. With all that Angie had to do, she couldn’t have done it. It took someone to come in and put the legwork in. It didn’t have to be me. It could have been anybody that had a similar skill set to mine. A female athlete who saw the benefit of athletics could have taken and run with this, as well. I just got the opportunity at a time when I was the right fit for what they needed, but with the right fit anybody could have got this going, no doubt.

I just had the passion for it, and the more I learned about it the more I saw the reason for getting this going. For me, being a skier and not having a ski team at UNR, it just pissed me off to the point where I said, “If I can’t help the ski team, maybe I can help women’s athletics.” On my way I helped the ski team. That has always been where my family’s support has been—the ski team. I saw that it’s my way of being able to contribute to the school that I didn’t go to, but that my dad did, in a way that my dad did. When you have parents that have been such good members of the community, you want to continue that, and I really congratulate my parents for instilling that in me.

What effect would you say your involvement in Pack PAWS had on your career?

I get to say that Chris Ault fired me; that I use a lot. [laughter] It’s nice to have on your résumé

that you were the founding director of Pack PAWS. Ironically, I'm on the Reno-Tahoe Airport Authority Board now with Lynn Atcheson, and we've been friends for a dozen years, or even longer than that. Her daughter lived with me in Washington D.C. It's nice to be able to talk to Lynn Atcheson about what we did to make a difference in the community on something like that. It's a point of pride for me to be able to say, "I helped get that going."

It's also an accomplishment, no doubt, that people can say, "What did you do here?" Well, I created a board, and I created the bylaws and I created the structure, and I got the membership and put together the first event. It shows that I can start and complete something and walk away from it. I did my job, and moved on. A lot of people want that job security, thinking, "I've got to provide the next consulting job." Nope, I got there, got hired, got my job done, and went on. To me, it shows that I can get something accomplished. If you have something you want to get done, I can do it. In 1995 I was still fairly young, still in my young thirties I guess, so I didn't really have that hands-on experience, so it was a good experience for me, as well, to go through that whole process.

Since Pack PAWS are there other organizations you've worked with? What is your community involvement today?

I was on the Make-A-Wish Foundation Board about the same time I was doing this and helped start the first Duck Race. I actually worked for Make-A-Wish last year, coordinating the Duck Race. So, I have stayed active with charity groups like that. I'm on the Reno-Tahoe Airport Authority Board now, but that's more of my political experience than anything. But community is still a part of it; it all comes together. I'm the president of the Bridge Center Foundation which is a youth treatment facility off of Mill Street. Community involvement teaches you a sense of community pride. It's nice to be able to say, "Hey, I'm doing this," or "I'm making a difference there."

Is there anything else you would like to add?

I'd like to remember the other women that helped start this board and thank them. And, by the way, I do not at all mean to downplay anything that the Athletics Department did up there. They were very supportive in making Pack PAWS happen. They just needed some outside help to make it happen.

Angie Taylor is an incredible lady and did so much to get this group started. She deserves the credit for it. She deserves credit for bringing me in to help her get it going. She knew, with all she had to do, it was not something she could easily do on her own. It helps for somebody to have that outside perspective, too, because she is so caught up in the bureaucracy of the university, and I was outside of it. I think that freedom really does help you get something like this off the ground. I wasn't susceptible to the pressures of UNR. I was off campus; I had meetings, maybe, once a week at the most with her. So, I think, if anything, having an outside presence probably helped get this group going.

Today, as a community member and someone who is still aware of UNR, are there any other big issues or problems that still need to be tackled in relation to women's athletics?

I haven't followed it that much. I did little bit when my niece was up there running, but she told me that she got scholarships, and she was appreciative of the opportunities that were available to her. So, I'd say that it's nice to see women benefitting from whatever work was done. Not that they wouldn't have that benefit now, but I think that's probably good to see the benefit of the continued programs. I think they've added, what, softball now, and they've added soccer. And the golf team had another young lady that was nationally ranked, and it's nice to see the prominence that we can get from that. But no, I haven't really been following too much what's currently going on and if they are in compliance or not. [laughter]

FRED HARVEY

Fred Harvey: I was born in Clovis, New Mexico in 1953. My dad, Tom L. Harvey, was working for the Experiment Station there. He later got his doctorate in entomology from Oklahoma State University and worked at the experiment station in Hays, Kansas. My mother's a registered nurse, and her original name was Joanne Schroeder. I also have four brothers and two sisters.

Allison Tracy: How long did you live in New Mexico? Did you grow up there?

Just a year. After that we went back to Kansas. Most of my life we've lived in Kansas or Oklahoma. Hayes, Kansas is a great place to grow up. It's a small town. It's very easy to hunt and fish there. I used to go out on my uncle's farm and work, putting up hay and harvesting sorghum. He was probably running about 250 head of cattle. As I say, it's just a great place to grow up.

For high school I started at St. Joseph's Military Academy, and the last year I was there, they changed. Their name became Thomas More Prep. It is a Catholic prep school for boys.

So asking you questions about what you remember of girls' athletics at the time probably wouldn't be useful. [laughter]

We had a sister school, Marion High, that was just about a half mile from us, but I don't remember any athletics for them at all. Looking back on that, that didn't seem strange at the time, but today it seems downright peculiar. My daughters are both heavily involved in athletics. They've always gone out for something, and I think they've enjoyed it a great deal. I think it's a very good thing.

How old are your daughters?

One is twenty-five, and the other one is nine. A little bit of a gap there. [laughter]

Did your older daughter grow up here in Reno?

I was in the army. She was born in Colorado Springs, and we lived, I want to say, six or seven years there. Then we did a year in the United Kingdom, and we did three or four years in Germany. When we returned to the United

States, we came back to Nevada. So, she's a typical military brat in that she's lived in a variety of places.

And what about your nine year old?

She's at Deidrichsen, and she's playing soccer, softball, and whatever else she wants to be interested in. She's got the opportunity to play.

Was your father in the military at all?

He was in the reserves and fought in World War II. Mostly he did research work at the Kansas State Experiment Station right outside Hays.

Was there a reason for you to be in a military prep school and then eventually to go into the army?

When I was in my junior year of high school, he asked me whether I'd be interested in the academies: air force, army, or navy. Having been in a military prep school to that point in time, I was very receptive, and he helped me a great deal. As a kid, I was pretty typical in that my attention span probably wasn't what it should have been, so he got the books and encouraged me to look them over. He helped me with the interviews in that we practiced those, and I can quite honestly say if my dad had not helped me, I never would have gotten into the academy at West Point.

At the time how competitive it was to get into West Point?

It was very competitive—I want to say there were ten guys competing for my slot. Of course, at that point, the academies weren't open to women. If they had been, it would have been twice as competitive, maybe more. Nowadays, I want to say—and I haven't looked at the academy stats in some time—that it's closer to thirty competitors for each slot. Vietnam was going on at the time. Not a lot of people aspired to the military at that point because it was fairly unpopular.

Was this around 1970 or 1971?

Yes.

Once you arrived at West Point, what were some of your first impressions of it?

It's an amazing place. It is unlike any other place I've ever been. Their facilities are just amazing. They have everything there—the labs, the sports fields. All of it is first class. On the other hand, they're very intense, and very regimented. If you buy into that system, it's relatively easy to get things done, because you know what you're going to be doing. In a lot of cases you don't know the very minute details, but you know everything that you're going to be doing for essentially the next six months. As long as you understand that and think, "Yes, I'm going to get in there, and I'm going to do this wholeheartedly," then there are no real problems or issues. There's not enough time to get everything done, but you know what you're going to do.

When you leave West Point, do you have a traditional degree like a bachelor's degree, or is it something different?

My degree is National Security and Public Affairs, but when you come out of West Point, you come out with one hundred and sixty-some credits. You have enough credits where you could major anyplace else in math or civil engineering. At the time I was there, you could concentrate in one of four areas. You could have come out with a major in electrical engineering or ordnance engineering, which pretty much is what I did. At least, back then you didn't have any English or history majors. It's very hard science oriented. Nowadays, I understand you have a lot more opportunity to look into other things.

Had you done any sort of riflery or shooting before you got into West Point?

Yes, I lettered four years at St. Joe's/Thomas More. When I got to the academy, I shot for two years. Then the coach, who's a good guy, said, "You know, you're never going to be competitive

enough to make the varsity. Would you like to be the manager?" I was very happy to do that, because I recognized that the guys who were ahead of me were better than I was. The problem is that every year at the academy you probably have 150 men and women try out for the team, and out of that 150, you have two or three that are very good. The others are good—they'd make the team at most other places—but it really is a case of up or out.

What sort of things did being the manager entail for you?

It's a case of making sure that the range is ready for the shooters, and as the shooters are on line, making sure that they have everything they need once they're on line. You might have the range ready, but once they get there, they might be having an interesting day, in which case they're out of ammunition, and they need more. You observe and, on behalf of the coach, if you notice that somebody is having trouble with some aspect or other, like follow-through, or setting up, then you can tell the coach, or you can talk to them about it. Manager is kind of like an assistant coach, but you really don't have the knowledge at that point. You're just beginning to acquire what you really need. Like many of the kids here, they come in and put bullets down range. They don't always understand why they're successful or why they're not. They're just putting bullets downrange.

So how long were you at West Point, then?

Four years.

After graduating from West Point, what did you move on to at that point?

I was selected for the field artillery. I went to Fort Sill, Oklahoma. I went through the artillery basic course and then went to Germany. It was a very good unit in Germany, with eight-inch, heavy artillery, and I really enjoyed it. For a young, bachelor officer it was heaven. [laughter]

Being in the military, how often did you move around, and what sort of things were affecting where you went?

At that point, we had, I want to say, the Cold War. Vietnam had essentially wound down at that point, so it wasn't so much a factor anymore, but the military was very much in hard times, meaning that the budgets had been cut radically. The soldiers that you had, by and large, did not want to be there, and they were not of the best quality. They were good kids. They just did not want to be there at this point in time, and there was very little to resource them.

The truth is, if you feed soldiers well, and you give them good, meaningful training, they're generally very happy. They'll gripe, because they like to gripe, but on the whole you don't have problems with drug use, and you don't have problems with fighting. They fight a little bit, but they don't seriously harm one another. Anyway, they were very tough times. And at the time, we thought for sure the Soviets were going to roll into Europe.

Did you notice a change in funding when the president or the current administration changed?

Very much so. Saying that, politics are politics, and the political leadership clearly has the right to decide how they're going to divide the national pie. But if you're looking across the iron curtain there, and you see that you're outnumbered twenty, even fifty to one, it gives you a whole different perspective than if you're living back in Kansas, where you don't see that stuff.

You mentioned that you went to Germany. How long were you there?

I think on that particular tour we were there for four years. After I'd been there a year, I came back to the United States. My wife, Sheri Edmund Harvey, was my high school sweetheart. We got married and she came to Europe at that point. She loves Europe. Her dad had also been in the reserves with my dad and also in World War II. She wanted to be a military wife, and she did great.

What other places in Europe were you stationed at or had a chance to go?

We were stationed in Wuerzburg, Kitzingen, Germany, the first time around. The next time that we were in Europe we were at Nuremberg, Grafenwohr, and I want to say the third time we were in Europe we started in the United Kingdom. We went back to Nuremberg. Nuremberg or Wuerzburg, either one of the places would have been fine. Nuremberg was the First Armored Division. Wuerzburg, Kitzingen had been the Third Infantry—both of them great organizations. Sheri traveled all over Europe, and I got to accompany her on about half the trips. But we went everywhere. Europe can be very, very pleasant. It does give you an appreciation for the United States, though. [laughter]

I can certainly imagine that. This is going to be jumping ahead, but I'm hoping I can ask this and maybe work back a little bit. When did you come to UNR?

We came here in 1992. The army sent me here to be the professor of military science for the ROTC detachment at UNR.

Did that in any way coincide with retirement, or was that just your next assignment?

The army was drawing down at that point from the first Gulf War, and the assignment that I had was a very good assignment. Unfortunately, that whole program went away. At that point the army had a ton of officers and essentially no place to put them. Now saying that, what they turned around and offered me was an assignment there in Washington, D.C., or ROTC duty. I did not want to be in Washington, D.C. Two of my brothers were there already. They liked it fine, but the commute in the morning and then again at night is just insane. So I didn't want to do that.

My daughter, Sarah, was approaching junior high at this point, and I knew that wherever I went next, I didn't want to uproot her midway through high school. So, I was pretty sure

wherever I went at that point, that's where I was going to go. Looking at the surplus officers at that point, I thought that the odds of going much longer in the army was probably not very good. To make a long story short it was kind of a retirement move.

What does being in an ROTC program entail?

There's a great deal to it. It's like any job—you could go to it and put in as little as possible and, I think, accomplish very little. Generally speaking, the people that I had here when I came here were not of that mindset. For most of the sergeants—I want to say half the sergeants, at least half the officers—this was not to be a retirement assignment. I can say that the brigade commander here was a very good man, Colonel Woods, and I think he's now in charge of high school ROTC for the county.

He's a hard-charging guy, a complete professional, and I was blessed with people that—even the ones who were going to retire here—were very professional. They knew what they had to do to make the program here a success and were perfectly willing to put in whatever time and effort that it took, so I was very pleased. Everybody here wanted to work hard and did.

The students who are in an ROTC program in college—have they already served, or are they going to serve? How does ROTC work in a military career?

If you're lucky, you have a percentage of both. I want to say 10 to 20 percent of those men and women have served and want to go back as a commissioned officer, and having that kind of people in your program is just invaluable. They're experienced, and their judgment and maturity is just great. You have another group of men and women who have not yet served, and they want to, generally speaking. They've come out of military families. For whatever reason, they want to accept those challenges.

Is military science something a person can major in? Is it its own academic program?

It isn't even a minor at this point. We talked it over with the dean of Arts and Science several times as to whether we should try and go down this road or not. I think we all came to the conclusion that it really wouldn't benefit the students very much. So, no, it's something that you take extra. In fact, when you graduate from the university, you're going to come out of here with a degree in engineering or biology or English or sociology, and you will also have a commission. Then depending on which branch you go—artillery, infantry, armor, aviation, chemical corps, any one of those—you proceed off to the basic course just like the academy graduates or anybody else. I want to say that 90 percent of the commissioned officers—this is just a figure because I don't have any research to back that up—are ROTC. It might be 85 percent, with 5 percent that are what they call the prior service guys and gals that don't have a degree, but went through a commissioning program, and then you have the academy men and women.

How long were you involved with the ROTC program at UNR?

A little over three years.

And it only being three years, did that have anything to do with rifle team, or that was just a separate thing?

Ever since rifle became an NCAA sport, the professors of military science wanted to create an NCAA rifle team here. So, when I arrived here, Colonel Norb Czech, who's at Galena High School, an absolutely great guy . . . All of these professors, we're all crazy. [laughter] We have a list of five or six long-term goals, major strategic goals that we think are going to impact the program, and then we've got a lot of short-range goals that we need for the program, as well.

One of the strategic goals of the program was to create an NCAA rifle team, and, of course, we would sponsor it. That came to pass. He handed that one to me, and as a shooter, I had a very good idea as to what it would take and how to do it. I

was blessed with some special forces noncoms. Shooting is a big part of what they do, so they were very interested in this as well, and we were lucky enough that Chris Ault offered us that opportunity.

Do you remember when rifle team did become an NCAA sport?

NCAA rifle, I want to say, came into being in 1985, maybe 1986, but it became an NCAA sport here at the university in 1995.

Was there a rifle team that existed here at the university prior to when it became an NCAA sport?

Very much so. Rifle has existed here at the university for a hundred years. It has either been a club sport or part of the curriculum here. I'd have to go back and look at that. I've got a book here that I put out every year. It's kind of a scrapbook. It says here, "Rifle began at the university in 1889. It's been part of the academic curriculum and intramural recreational sport and intercollegiate competition as a club prior to becoming NCAA."

When you took over coaching responsibilities, how many students were involved with it at that point?

It seems to me that we might have had eight, maybe ten men and women. We've always had women. When we first started out and were transitioning from club to NCAA, we didn't have as many women as we have today. I want to say today's team is probably 70 to 80 percent female. When we first started out, it wasn't that way. The women only constituted maybe a third of the team, and I don't believe that was due to a lack of interest. It was due to a lack of resourcing. Once we became an NCAA sport, although things were very tight the first five or six years, as they still are, there was very much an emphasis that, "You have this resourcing, and we expect you to perform."

You mentioned that Chris Ault was supportive of it becoming an NCAA sport.



The 1928 rifle team

He was the athletic director at the time. Yes, he was very supportive. Without Coach Ault and President Joe Crowley, we never would have come into being.

What sort of things were required of the Athletics Department to help that transition?

It is a quantum leap from where we were back in 1995 to today. Things were very, very lean back in 1995. Many of the things that I did back then I don't have to do today, because the budget is now there for the support staff in terms of compliance—for the NCAA compliance people, and for what I would call the financial aid to the students, which is another packet. It used to be that as a coach in order to get my team ready to compete, I had to go through some unbelievable gyrations. I don't have to do that today. Now, I really believe Coach Ault was fantastic. When he agreed that we were going to come into being, he said, "Here's your budget. Go forth and do good, and no NCAA violations. That's your guidance. Make it happen." [laughter]

So he wasn't a micromanager, it sounds like.

Not at all. God bless him. It was great in that respect, but I'll tell you what, I had a lot of learning to do, and he warned me right up front. Chris came through the ROTC program so he knows the military pretty well. He said, "If you think army regulations are bad, you haven't seen anything yet. Wait till you get with the NCAA." And he's right. Those three volumes right down there in the left-hand corner, that's all NCAA rules and regulations, and that's the compliance half. The financial aid and all the rest of that is probably a couple more volumes. Thank God I don't have to be involved with that. Tina, Sandie, and Lori Friel are over there on the academic side of the house. We've just made exponential strides from ten years ago.

I've always had a heavy emphasis on the academic side of things. That's the way we do it at West Point. You can't play unless you meet academic minimums. These are the minimums, and there's no point even asking. I feel bad in a way, because I've had to turn away a lot of men and

women that wanted to play, but you know their academics aren't there. I know in my heart I'm not doing them any favors bringing them on. If they don't have time to get their academics in order, taking time away for rifle isn't going to improve the matter. No, Chris is not a micromanager at all, and the support is so much better. It's wonderful.

Do you remember who the senior woman administrator was?

That was Angie Taylor.

Did you work with Angie?

Angie's just a great person. Dr. Taylor is marvelous. She was an athlete. Angie has a ton of experience, and then she's just got a great attitude. I love Angie. She's very, very positive, very much "get it done." [laughter]

You are coaching rifle team, but you are also now working in purchasing—it doesn't sound like the coaching is a full-time job. I don't mean that in the sense that it doesn't take a lot of your time, but in the sense that doesn't pay a salary you can live off of.

No. My take is that with the exception of football, basketball, possibly soccer and women's basketball, and maybe women's volleyball, as well, up until about five years ago, you really could not have survived on a coaches salary. If you're an assistant coach in any of those areas, it's very difficult. My guess is that in most cases, you're in it for the love of the game and definitely not for the money. Even for something like football or basketball it's a crazy way to make a living. It's wonderful. The kids make it wonderful; the men and women make it wonderful, but the hours, the crazy rules that we live by . . . I've got to believe that even those who are being paid to do it full time are really in it for the love of the game. They couldn't be in it for any other reason. You just wouldn't last.

Does the fact that you coach both men and women affect the support you receive from the Athletics Department?

Yes and no. The interesting thing about the way the NCAA has written the rules on rifle—the only reason the NCAA wrote the rules stuff this way was to try and support the U.S. Olympic team, and rifle and pistol in particular. Shotgun is pretty much OK, but rifle and pistol really have difficulties resourcing themselves. So the NCAA has set up the rules that they have because the Olympic committee figured that out of all the disciplines out there, rifle was probably in the most danger and most in need of support. So, shotgun and pistol are not NCAA sports. If they were, both of them would soon surpass rifle, because rifle is just a crazy sport with crazy requirements. I'll tell you what, you've got to love it in order to do it, because otherwise nobody in their right mind would do it.

This theme of craziness is coming up a lot, I feel.

We inflict ourselves with stuff that I think just defies all reason. If I could change the sport tomorrow, I would do a bunch of things to simplify it and try and make it appeal to the greater group of people. Right now it's a very difficult sport to get into, and it's expensive.

The NCAA says that a women's team must be composed 100 percent of women. Generally speaking, if you were to go to Nebraska, or Mississippi—there's a half dozen women's teams out there—most of them are composed of six, seven, eight women. For a men's team, a co-ed team, you just have to have one male on that team. It can be, in effect, seven women, one male, and you have a co-ed team. So the sport has been designed in many ways in favor of Title IX.

Men's and women's rifle at the University of Nevada is pretty much composed of twelve women and four men at this point. So even a men's team just has to have one male on it. The rest of the team can be women. So, you can take that money in terms of Title IX, and although you're funding a men's team, you're actually funding three-quarters women, 70 to 80 percent women on the men's team. Then I've got a pure women's team over here on the side that we're also putting together.

One of the ways we've attempted to sell this to other universities—I've talked to a bunch of them,

such as Boise State, Utah, or New Mexico—is that you can have a women's team and you can have a men's and women's team. You can have them both to meet whatever NCAA requirement you've got to meet, but the bulk of your money, 80 to 90 percent is to the women. And under Title IX, this can help a lot.

What's interesting is that the university can register as a men's team, a women's team, or you can have both a men's team and a women's team, or toss all that aside and just have a co-ed team. When we compete in nationals, the way the NCAA has written the rules, I choose my best four. Be they male or female, it does not matter. It does not matter what the university signed itself in under. I pick the best four. I think I had one year where it was all female. I've never had a year when it was all male.

Do you have scholarship monies to give to athletes?

Yes, I have 3.6 scholarships. How I divide those up depends upon me, but 80 percent or more of it goes to the women.

So the scholarships that you distribute through the rifle team are counted how?

The ones that I give to women count towards the women. The money that I give to the men counts towards the men's side of the house.

So whatever the overall classification of the team is, it doesn't affect how your scholarship numbers count? If it's going to women, it counts for women, if going to men, it counts for men.

Right, it doesn't matter. Many, many times I've gone back to the NCAA in the last three to four years, and I've gotten with a Nebraska coach, a Mississippi coach, and a TCU coach. I want to say there's four ladies that are very influential in this thing. I've gotten with them time after time and approached the NCAA and said, "You know, we should be giving five scholarships right now to the women, purely women. Then there should be 3.6 scholarships over here that you can give that to anybody that you want to."

In the crazy world that I'm in, because the State of Nevada has been so supportive of us, I know that if I had five scholarships for the women, Nevada would fully fund those. The beautiful thing about it from my perspective is that I could then take the dozen or so ladies that I have, and they would be very well-resourced by that. For the men almost nothing would change, because what I'm doing with them I think works optimally. The men do not mind in any way, shape, or form the fact that the ladies are walking away with 80 percent of the pie in this case. They understand that there'd be no pie at all if the ladies weren't here.

Have you ever received any pressure or instruction or anything in that sense that you need to give more scholarship monies to women to even out those numbers?

No. This has since been taken off of us, but when we initially started out, I was told that I must carry a minimum of ten women. I think they also told me that I had to carry—and this is funny to me—no more than eight men. So it was basically ten women, eight men. Now, I think in the first couple years I might have had eight men, but I've since declined down to four. I can see the point in time where I might go as low as two or three, although I'd be very surprised at that.

The only reason I would say, at least at this point, that I'm carrying less men than women is the academic standard that I set for the team. The truth is the ladies take better care of their academics. Ladies are a little bit better *focused* on graduation, and what they want to do after graduation. I won't say that they're all like that—I mean, people are people. For the men, at least those that like to pull the trigger, their academics I have found are either very good or marginal. Of course, everybody is looking for those kids with great academics—male or female, it doesn't matter. The academics and Nevada are looking for the same exact kid, and the only reason I wind up with the ones that I've got—and they're wonderful men and women—is because they don't want to go to the academics. Otherwise, I'd lose them all.

So you are given a chunk of money that you can use for scholarships, none of which is earmarked before you receive it.

Right, they don't tie my hands on it. Now, let me add one corollary to that. Two years ago we were recruiting a young lady out of Oregon with phenomenal credentials—Olympic developmental team, great grades, and a great attitude. Just a wonderful human being. The men on the team, as well as some of the women, came to me and said, "Coach, we know that there's not that much money left in the recruiting financial aid for the students. Tell you what, take back from us whatever you need to take. If you can bring this young lady to the school, to our team, do it. Do whatever it takes." I offered her a place on the team. There were some personal issues going on there, and she didn't take our offer.

I'm sure there are other teams here at Nevada or elsewhere that are like this, but I was thunderstruck at the time that these kids would give up their financial aid for somebody else. Saying that, most of the men and the women in this case came from pretty well-to-do families. Their education was financed, whereas the kid we were recruiting, she definitely needed the money, and they knew that. It's a pretty small community. I don't know that she ever knew that they were willing to give up their money for her, but I felt, given the gesture there, it was sad that it didn't come through.

Looking at the amount of scholarship money that you have, have you ever given someone an actual full ride?

No, and I honestly can't see that ever happening. Even this kid from Oregon, we would have come close, but I can't see that ever happening. Generally speaking I provide a quarter or maybe half a scholarship to incoming freshmen. If it turns out that they're what we hoped they would be, then every year we increase it, but I would be very reluctant to give a full ride to anybody just coming in. My feelings at that point are that they're very much an unknown

quantity, and they haven't done anything for Nevada at this point. Maybe they will in the future, but I would far rather take a kid that's going into sophomore, junior, or senior year, that has done great things for us—practice, produce great grades, done everything that we asked them to do—and reward them, resource them, as opposed to an unknown.

How has the amount of scholarship monies that you have to give to students changed over the twelve years that you've been coaching?

I think the first couple of years that we were here, we started out—I'd have to go back and look at the financial records—I didn't have the full 3.6 scholarships. I think we started out at 2.5 and then it gradually grew. The year the legislature stepped up and funded all the athletes, male and female, at both of the universities, I think that's when we got our full complement.

So what you have now is what is allowable by the NCAA?

Yes.

Do you have to limit in-state versus out-of-state scholarships at all?

I'm conscious of it, but I don't have to limit it. One of the great and wonderful things under Coach Ault and under Cary Groth, is that nobody has turned to me and said, "You can't do this; you can't do that." They've been very, very open to it.

If I wanted to be insane, though, I could probably pursue a bunch of out-of-state kids. The truth is I wouldn't be comfortable with that at all, just in the amount of time I've had to look at this. I'm probably delusional, but I really believe that I need to have at least 50 percent in-state kids on this team. I can go as high as 50 percent out-of-state kids, but every high school within a hundred-mile radius of Reno has a rifle team. There are a lot of superb local kids out there, and the only reason you don't get them is for the same reason that the basketball coach and the football coach don't get

a lot of wonderful local student-athletes here. It's because that young man or young woman wants to get away from Reno and go to school someplace else. They just want to experience new things.

I love the kid that wants to shoot or play ball in front of their folks and their friends and everybody here. I have had parents who have never seen the student-athletes that I have compete until they actually get here to the university. We can open it up, and they can watch them do it.

In-state versus out-of-state really hasn't been an issue. I don't really recruit. The men and women that want to come here contact me usually by email. Sometimes they phone me. I'll go to the Junior Olympics in Colorado Springs, because I'll normally have a couple of men and women competing there, and I like to be there to support them. When you're there, you're going to see 100 or 150 of the best shooters in the United States who are competing. I'll have parents and the athletes talk to me while I'm there, but by and large, I don't seek them out. I do know who the champion of South Dakota is. I know the names and I know the records. That's a wonderful thing about the Internet now. That information used to be hard to come by, but now it's on a website somewhere. If you take the time to do your homework, you know who's out there. In a lot of cases those men and women, if they're interested in going to a school in the West, because there aren't very many, they'll contact me.

What's been the average mix of men and women that you have on the team?

The first couple years it might have been 50-50. In the last, I want to say, four years the team had pretty much coalesced into 70 to 80 percent women and 20 to 25 percent men.

Does the fact that you're co-ed give you an advantage or a disadvantage in relation to sports that are all men or all women?

My feelings are that it's a great advantage. It's only logical that if you pick great men and women, they will complement one another. They can build

one another up when they're down. They're very good at that. When one who normally does great has a terrible day, the others have been through that. They know what it's like, and they're very good about building them back up. To me, it is a great advantage having both.

Is riflery today dominated by one gender versus another?

If we went back and looked at the NCAA national champions in both air and small-bore, you might see a slight edge in the early years to men, but I think that edge is starting to shift to women now. I will say that because this is kind of a niche sport, you have great recruiting classes in one year, and the very next year, or two years after that, there's hardly anybody out there. It goes through that. There are some world-class women out there, and then in the next couple of years there are some great women, but they're not world-class. It's the same thing with the men. I know the national coach is going crazy trying to figure it out.

The beautiful thing about shooters, unlike gymnasts or some of those types of athletes, is that you can have Olympic-level shooters in their forties, or even their fifties (although their eyes are clearly going at that point). They've got a fairly long lifespan. You can find those younger ones, but you've got to be lucky. I really believe it's less a case of a talent being out there as much as luck. There are some great men and women out there, but they've never had the opportunity in so many ways. The financing isn't there, but even the knowledge that the sport exists isn't there. They'd be superb but they've never heard of it, and if they have heard of it, they don't have the resourcing. It is one sport where men and women compete absolutely on an equal basis.

I was doing rifle team in high school and the coaches would always tell the girls that we had an advantage because our center of balance was different.

I believe that there is something to that. To fully take advantage of that, though, you've got



The 2006 rifle team

to have the equipment, and the equipment has to be cut to you. One of the trends that I've seen in the last ten years is that the equipment for the women is much better than it was. You have to remember back then it was all for the men, and for relatively large men.

This is hilarious just as an aside. Up until, I think, 1992, the women in the Olympics were not permitted to shoot a free rifle, free meaning free style. The rifle in small-bore that can be configured in absolutely any exotic way that you want to, they didn't permit the women to shoot those. They only permitted the women to shoot what they called "a sporter," which is a simpler rifle.

I really believe they consciously did this. They could come back and say there's a reason for

it—those free rifles were heavy, fifteen, sixteen, seventeen pounds. They said the women couldn't handle the free rifle. In physics, a heavier rifle is more stable than a lighter rifle. My feelings are to a certain extent that they saddled the women with a less adjustable, lighter rifle because they didn't really want the women competing head to head and winning. That's just my take on it.

Now, what was interesting is at that point—this is hilarious to me as well—they said, "OK, the ladies can now have free rifles." So they designed some great free rifles for them, much better than what was there before, but they've also said, "Men and women will have separate events." [laughter] It's my take once again that they didn't want the embarrassment of losing.

Now, in the preeminent teams in the world, the U.S. is in the top three or four. Right now the Chinese have got it all, both men and women. Arguably, they're the best, although the Europeans would probably disagree. There's a Chinese lady who goes out there and regularly shoots 400, a perfect score, in the standing position. Then she'll go into the final and run up a score of 105. When you think about that, that's just supernatural.

For the standing position, I don't like the sixty shots because I believe that's too long to stand there. It's hard on your back. We're not doing anybody any favors with this. It's too long of a match, and the public loses interest. I could go on and on about why I don't like it, but nobody's asking me. [laughter]

So for people who aren't familiar with riflery, what are the positions that shooters shoot in?

In small-bore, .22 rifle, you shoot prone, kneeling, and standing, twenty shots each. That's collegiate here in the United States. On the world stage the men shoot forty shots prone, kneeling, and standing. The ladies on the international stage shoot twenty in each position like we do here. The other discipline is air rifle, shot at ten meters. Small-bore is shot at fifty feet. The air rifle is shot only in the standing position. Once again, the ladies shoot forty shots, and the men shoot sixty internationally. Here on the collegiate scene we both shoot sixty.

Are the targets three by four on a sheet, with two sighter targets in the middle?

Yes. When you shoot paper, that's what you shoot. What's changed in the last couple years, only very recently, is that we have electronic targets now. You shoot it, and the computer scores the target and adds up your score, which I absolutely love. You can take a person who's unbiased grading those paper targets, and if that poor soul has to grade a hundred of them, I promise you, even though they're unbiased and they're doing the best they can, that first target is going to be graded differently than the hundredth

target. Your brain is tired when it reaches that hundredth target. I love the machine, though, because it never grows tired.

How long is the rifle team season?

We start the first day of class after Labor Day. We usually conclude the Monday following Veterans Day, and then we open it up again the first day of classes in the spring. If we're lucky we will go to nationals, and it concludes March 15 or 16. If we don't make it to nationals, it's usually over February 15 or 16. We get an extra month to get ready and go to nationals.

Over the years, who have been the team's main rivals that you've competed against?

When we first started out, we had a very tight, tough competition with the University of San Francisco. Along with them, we had the University of Texas, El Paso, who would show up once or twice a year, and Texas Christian University. Those were the three main rivals that we had in this area. When we started in 1995, we probably won 50 percent of our matches with San Francisco. When I say the 50 percent, the men were winning those matches. The ladies were taking a pretty good pounding. We hadn't won a match against El Paso or Texas Christian in forty years. Of course, there's a variety of reasons for it, none of them all that germane.

Four years into it we turned the corner on San Francisco, both men and women. San Francisco would give us a good fight, but we didn't lose very often. I want to say six years ago—it was a couple years after we turned the corner on San Francisco—we also turned the corner on El Paso and Texas Christian. Although we've never pounded El Paso, we pounded Texas Christian.

Now, Texas Christian University has a new coach, one of the ladies off the national team. Her name is Karen Monez, and she is a tremendous competitor. Karen doesn't like to lose. [laughter] She's a very gracious lady, but she has turned that team around. I want to say we hadn't lost a match to Texas Christian in six years, and we lost last

year. We will have to see what we do this coming season, but she's got some wonderful ladies. I recruited them all. [laughter]

And she got them all?

She got them all. Her resourcing is a little bit better than ours. We're all after the same kids. When Karen first started, we sat down and talked. I spoke very freely about what I look for and why, and she took a page right out of my book. She wants the same people I do. She wants bright women, goal-oriented women, and women that are smart.

Highly intelligent men and women tend to be great shooters. I look for Boy Scouts and Girl Scouts. I want the gold award in the Girl Scouts, and I want the Eagle Scouts on the boys' side. I want people that play piano or music. Musicians make great shooters. If you find a musician, a gold award scout, somebody that wants to be an engineer or go to medical school, and somebody that has great grades, then you've got something really good. Even if they're a "mediocre" shooter when you're talking to them now, two years from now if they've got the drive—and these kind of people do—they can be national class. All they need is the opportunity to practice and to use some of the toys that I now have down there.

How many matches do you typically shoot every year?

By NCAA rules, we can have thirteen days of competition. It used to be that I tried to shoot one match each competition day. The norm for the best teams out there was to shoot two matches a competition day. I felt that was too much when I first started out. Both financially, and for the opportunity to compete and qualify for nationals, I now recognize that (even though I don't agree with it) you have to shoot two matches in a competition day. That's what we're going to, but this will be the first year that we're doing that. It's a lot of shooting.

How often do you have matches here, and how often do you have away matches?

We will have four days of home matches here at Nevada, and we will spend probably ten days on the road (five days of matches and five days of travel).

What's your travel funding like?

It used to be pretty, pretty lean. It's gotten much better. We fly almost all the time. When we first started out, we'd get a van from the motor pool and drive down to San Francisco. That's where we would shoot most of our matches, because that's what we could afford to do. San Francisco has since gone out of business. They let their NCAA rating go, and they have a club status now. The nearest NCAA team for us is the Air Force Academy in Colorado Springs, so we have to fly. We usually fly into Denver, then we'll get a van and drive down to the academy. That's the least expensive thing to do, and actually, it's fairly smart. The academy is at the north end of Colorado Springs, and if you fly into Colorado Springs, you've got to drive thirty miles to get up to the academy anyway. So it doesn't matter.

When the team goes on the road, how many people travel?

Usually, in the past I've taken as many as eight or nine, but I really can't manage that many. It's better for everybody involved to travel with a smaller number, particularly the shooters. I would love to be a coach where I could devote all my time and energies to this, but I cannot. The only way they survive is by taking care of themselves quite a bit. So, the bottom line is I now like to travel with five or six. What I attempt to do is travel with the five best small-bore shooters and the five best air rifle shooters that I've got.

Do all your shooters do both small-bore and air rifle?

No. I want to say right now the six that I'll be taking to Texas Christian at the end of this month do both, but I have had shooters . . . Corrie Holms is a classic example, the women's team

captain from last year. She missed all-American her junior year by just a fraction of a point, and missed it again her senior year by a fraction of a point. Corrie came to us from Elko. She'd never shot anything in her life but an occasional jackrabbit. She was a speech pathology major, had straight A's, and was a classy, classy young woman. Corrie just shot air rifle, and when she came to us we trained her in that.

If I have someone who comes to the team—we usually bring one a year who doesn't have any shooting experience, but they've got the attitude and the grades—we bring them in with the hope that after two years of training they'll be at national level. Corrie is a perfect example of exactly that. You can go to nationals that way. They recognize that, and they allow it. For ten years we've all looked at small-bore and said it's going away. It's an anachronism, but here we are ten years later. Small-bore is still around, and we're still saying, "Ten years from now small-bore is going to go away, and it's going to be all air rifle." Well, I don't know.

Within the local high schools some of them were small-bore, some of them were air rifle, but they recently all switched over to air rifle. Has that affected your recruiting or the pool that you have locally?

I've had a number of kids who have come to me and said, "I don't shoot small-bore. Are you still interested?"

I tell them, "Absolutely, if your grades are good, and your attitude is right." Most of these kids shoot what we call sporter, not precision. Precision is what we do. If I had my way, we'd all do sporter, because you don't have the jacket, the boots, the trousers, and all this other insane stuff. Nobody is asking me once again, but I tell them anyway, and they just say, "You're a heretic. Go away." [laughter] Some day if I only have enough to field an air rifle team, I'll do that. That's the way it will be, but what I want are the best human beings I can get. Then I'll train them as best I can, and we'll take it from there.

What facilities do you use on campus for practice?

We have a rifle range down at 1305 Evans Street. The police actually own that range, but they're gracious enough to share it with us. Military science operates out of there as well. It's kind of small. There's only six small-bore firing points down there. I have four air rifle points, and then I've got a steel storage box setup that I've rigged into a range, as well. And we have a couple firing points in there. Nevada is kind of handicapped in that way. All of those schools that I mentioned—Nebraska, TCU, El Paso, and San Francisco even—all had better, larger ranges, but I thank God that we've got a range at all.

Have you ever used any of the high school ranges?

We have done that at McQueen, but the school district—I won't say that they're refusing to do it now—is not real excited about it. There are certainly some liability issues, and I don't hold it against them. It's possible, but it's not easy.

Are you the sole coach, or do you have any assistants?

I have a bunch of people who are wonderfully supportive and helpful: my wife, my daughter, and a number of fathers of current shooters. All these folks would pretty much do anything that I asked them to do for us, and without their help we couldn't function. The bottom line is that we have plenty of people that want to help and do.

I'm assuming that you're paid to coach the rifle team.

I am paid. I'm trying to think when they first started paying me. I think it was two or three years ago. I donate it all back to the team. I've got a very good job here in purchasing. I'm very happy with it, and the purchasing people here are very supportive of this. The facts of the matter are that if personnel and finance division thought that I shouldn't be doing this, they could make it

impossible for me to do it. So, I feel pretty blessed that the university provides all of this.

What kind of budget is the team working with, and what does it cover?

I would have to go back and look at the exact figures, but I believe right now we have a base budget of \$25,000. They're currently paying me \$10,000. That's the operation side of things, so really, I've got about \$35,000 to work with. If life were perfect and wonderful, I'd love to have \$40,000, possibly \$50,000. Any more than that I think would be too much. The financial aid for the kids is fully funded at 3.6 scholarships, and that's truly wonderful because not everybody does that out there.

My long-term, strategic goals are that I want to get a new range, and I want rifle to become a WAC sport—a conference sport. If I can make those two things happen, then I would feel that I'd been a complete success here. I'd like to win a national championship, too, but that'll happen.

So rifle team right now isn't in any conference at all?

No. El Paso, Texas Christian, Nebraska, Alaska, Air Force, and us—the six of us have talked about setting up a conference, but we haven't done it. The truth of the matter is that in order to form a conference, you've really got to have a website, and you've got to lay down some rules, like when you're in season. Just keeping track of the stats and all the rest of it would be pretty intensive. The facts of the matter are that although all of those schools that I mentioned are reasonably well-financed, setting up a deal where you could do a home and an away with each of them is pretty hard.

Do you know if any other schools in the WAC have rifle teams?

No, not right now. From the A.D.'s point of view, for us to be a conference championship winner would be very helpful and significant for

her. That's why I want to do it. I really believe our resourcing would improve if we could get other WAC schools to have teams, but it's going to be very difficult. Boise, Utah, and New Mexico have expressed interest in this, though. I think that if we got those, we would also get Idaho, and that would be enough for us to be a conference sport. I just need four others in addition to us, but I don't know when that's going to happen. It isn't like there are very many schools out there. They've all got Title IX problems, and rifle is what I feel to be a small sport. That's the difficulty. You're only talking eight, nine, ten women. For most of these schools, their Title IX problems are much greater than that. They need fifty, and a hundred would be nice. Rifle isn't going to solve that. A lot of them are looking at equestrian. They're looking for large women's teams, like women's track. The only difficulty I see with all that is that to run any of those right it costs a lot of money. For rifle it doesn't cost nearly as much.

How expensive is riflery? In the grand spectrum of sports, is it cheaper or more expensive?

It's the cheapest sport you've got.

Are athletes expected to provide their own rifles?

I don't require it, but I will say that every year my goal is to recruit one blue-chip athlete. Every other year I need two. If we have that kind of recruiting going on, we'll be in the top ten forever, even if the coach is an idiot (which I frequently am). [laughter] You can still get there if you just get out of the way of your men and women.

Now, those blue-chip athletes provide their own equipment. Once you've got them here, you've got to support them, meaning as stuff wears out you've got to replace it. The rifles generally don't require a great deal, but every now and then you've got to put a couple hundred bucks into them. The beauty of the thing is that they come here with their own stuff because they have to have their own stuff in order to reach any

kind of expert level up here. On the other hand, over the last ten years—it's taken a while—I've acquired enough stuff to outfit probably a dozen people, from tiny women to large men. So, if you come here, and want to do this, I can outfit you, and I can make you competitive.

How has the overall financial situation of the rifle team changed?

Dramatically. When we came into being, I think Coach Ault gave us—this is crazy, and I'd have to go back and check the records—\$15,000. That \$15,000 was the financial aid for the kids, our travel budget, and for anything else—the whole budget. "Here's fifteen grand, Coach. Make it happen." And we did. We did that for five years, and then we were assigned to John Nunn. He was the guy that I reported to up there. He went into a meeting with Coach Ault, and he said, "We're giving these guys nothing, and they're in the top twenty." It took us tooth and nail to get there. He said, "Just think what they might do if we gave them something."

That was the year that Ryan Tanoue showed up, and we were getting an influx of Hawaiians. There's a coach in Hawaii named Zig Look. He's an internationally-ranked referee, and a superb coach. He's just a superb gentleman, and his wife Leanne also coaches. Their men and women have a fantastic work ethic. Everything that I want to do at the university level, they're doing at the high school club level. I just can't say enough good things about them. They have lots of personality, lots of motivation.

Their men and women are first-class. If Zig and Leanne say we've got somebody for you, there was no question. Their men and women were helping us turn the corner. When we got Ryan Tanoue, he came in here his freshman year and won the NCAA championships as a *freshman*. He went head to head with the current NCAA champion who was a senior and beat him. It was the world turned upside down. When we'd first qualified, they said, "Who are you, and what are you doing here? You can't possibly be as good as they say."

I said, "Well, that's a nice welcome. Tell you what, why don't you watch them shoot first." Well, Ryan blew them away.

Besides Ryan Tanoue, who have been some of your other standouts that you've had over the last decade or so?

We've had some great, great shooters. Mary Evenson, who was team captain, graduated straight four point, from the College of Education. I think she's teaching school in California. She's a wonderful, wonderful lady. She overcame some serious adversity. Meghann Morrill is a great one. Jade Look, Zig Look's daughter, she's tough. I'll bet she doesn't weigh a hundred pounds. She's one of the toughest people I've ever met.

There was Dean Mitchell, who was the men's team captain back in the early years. Dean is teaching school out at Elko. What a great guy, with a super attitude. Nothing ever gets him down. There was Paula Schlentner, the women's team captain from Alaska, and a civil engineer. Paula is one of the best people I know. Paula is tougher than a lot of men I know. Paula would run you to death. Paula was on the cross-country ski team, as well as rifle.

Did she ever compete in the biathlon?

Yes. Paula can ski and shoot. Brye Cerfoglio was the fastest shooter I ever knew. Brye is funny and is also very, very tough. Emily Fernandez is down in Las Vegas now, going to physician assistant training. Emily is smooth and very bright. Emily is just great working with people. There was Charles Morton. Charles and Mary got married. They were team captains. Charles is an engineer in California, as well. He and Mary are both there. Charles is a typical engineer—he's a very funny guy and a lot of fun.

Lauren Yoshida got her commission two years ago out of Hawaii. Holly Caroway, another Alaskan and all-American, is very bright. She got married to one of the baseball players. Holly is just world-class. She's very much into antiques. There was Corrie Holms, of course. Travis Look, a son of



Meghann Morrill

Zig Look, is on the police force here in Reno. Some phenomenal kids, and there are others I haven't even mentioned, like Dawn Tarbet. Stacy Taylor was the women's team captain back when we were first getting started. Stacy was very tough and very goal-oriented. I think Stacy has her master's. She's working with kids with developmental disorders. She's working with autistic kids.

We've got some great kids on the team this year, just some phenomenal men and women: Heather Horn, Sarah Smith, and Marcie Purkie. Marcie Purkie is in the guard. She wants to fly helicopters. I think that she can. She needs to get her degree in geology first, and then I'm very confident the guard will send her to that pilot training. I know they will. As I told her, "You just have to stay with it. You keep after it long enough, and the army will give that to you, sometimes with a whole bunch of other things." [laughter] Kristi McGinley is studying engineering. Martha

Eisenhour is another educator. They all have great personalities. That's really the best thing about this job, working with them. They're kids with great academics and great attitudes. I think last year we finished with the academic prize, for all the teams here, and with the grace of God we'll win it again and again.

Over the twelve years you have been coaching, when it comes to issues with Title IX, how do you think the implications of it have been accepted on campus?

I think it has been very positive. I think that women expect to play, and by and large, they have a lot more opportunity as of today than they did ten or twenty years ago.

Have you seen any changes in women's athletics over the time that you have been at UNR?



Heather Horn

The resourcing has increased tremendously. It seems to me in a lot of ways that there has just been a quantum leap in the administrative support. With the financial aid, I look back at what we did twelve years ago, and we were truly on a shoestring. That isn't true anymore—we are very, very well supported. We could always spend more money, but we have enough money to get the job done now. I don't think that anybody here can say that the support is lacking. It has just been a quantum leap in improvement, and not just for the women. For the women it has been very dramatic, but for the men it has gotten much better as well.

How do you feel the status of coaching a women's team has changed over the years?

My take is that, unless you're coaching men's basketball or football, it is all on an equal par. From my perspective, probably the number one calling in life is to teach. If you are lucky enough, you can teach at the university level, but if you are very lucky you can teach kindergarten, as well. Most coaches out there, I think, really look at themselves as teachers. If it weren't for the love of the sport they probably would be teaching in high school or middle school, and in fact, a tremendous number of coaches do both. I could just be warped by my circumstances, but my perspective is that anybody that is out there coaching is coaching because they like that teaching aspect. Whether you are teaching/coaching women's basketball, softball, rifle, track, or any one of those, to me they all have great status.

The only difference with men's basketball and football is there is a tremendous amount of money involved in that, and that changes a situation quite a little bit. In many ways, I think it makes it much tougher on the coach. There is no doubt in my mind it makes it much tougher on the coach. In that teaching aspect and that respect aspect, though, I think it's all the same. I see no difference between men's and women's, none at all.

What is the difference that you would see between coaching a team like men's or women's basketball,

which is considered full-time, whereas coaching rifle is considered part-time by the university?

There are a whole host of sports at the Division II level, Division III level, and high school level which are all part-time coaches. I think it is a matter of resourcing, and nothing more than that. If I were a full-time coach there is a host of other things that I would probably look at doing for my team, but I'm not. My thoughts are that anybody who is coaching any kind of a sport out there is a full-time coach. They have no trouble filling their day, eighteen hours a day. I am always trying to improve what my team gets from me as a part-time coach, and certainly there is a ton of things I would love to do, but that's just not in the cards right now. We are very happy to have what we've got.

The shift that you have seen in the ten years of coaching, and the improvement over those ten years, do you think that that is tied into a more general philosophical shift nationwide in terms of the views on women's athletics?

I think that there could be something to that, but actually I believe that what goes on here at the University of Nevada is, in fact, local. It is due to Joe Crowley, Cary Groth, and Chris Ault. From talking to other coaches across the country, it seems that what goes on here at Nevada is far better than most places. I really believe it doesn't reflect national stuff so much as it really reflects what these individuals have decided to do.

Do you think that Reno-Sparks as a community has overall been with the university in its support of women's athletics?

I think, by and large, yes. It is like any big family—everybody agrees where the end ought to be and what it ought to look like. In how you get there, though, there definitely are some differences of opinion, but I do believe the community at large has been very supportive. How can you not be?

Where do you see the rifle team going over the next ten years?

In the next ten years, if it were a perfect world, I want to get a new range, and we need to become a conference sport. Well, there would probably be one more thing. What I would like to do for my replacement at some point is to have a good female coach come in here and take this thing over—one of the Olympic medalists. There are many female coaches that I have talked to that have expressed an interest in the Reno/Tahoe area. They are West Coast people that I think would come here in a heartbeat, if the job here was full-time. So, from my perspective those are the three things that we need to secure in order to make rifle viable long term. The range isn't so important, because I am confident it will come. With a conference sport and a full-time position for a female coach I think we would be around a hundred years from now, if rifle is still part of the NCAA.

How many universities nationwide have NCAA rifle teams?

I think it is forty-five, somewhere in there. There might be as many as fifty. I can't really tell for sure.

Do you think that there are a lot of universities that maybe have club rifle teams that just haven't made that transition?

My guess is, and we would have to go back and talk to the NRA on this, but my guess is that there is at least two hundred Division I, II, and III schools that have rifle clubs. I know Penn State has one. There are some very high profile schools that have clubs. The University of Texas has one, as well as Texas A&M. We shot a match last year at the University of Texas range. They were there, but we met TCU and Texas, El Paso in Austin for that match. It is a beautiful range.

In most cases, if you approach an A.D., and you tell him or her that you would like to help with their Title IX program, and here is how you are going to do it, they are going to listen to you. If the bottom line dollar figure is reasonable—and my thoughts are that anything less than \$50,000 is very reasonable—they are going to hear you out.

But I believe there are some things we have got to do, both internationally and nationally, before we can really lay the foundation for that.

Why doesn't every school have a NCAA rifle team?

If I were to guess right now, mostly it has to do with money. Very few outfits are willing or they just don't have the money to bring on any kind of additional sport at this point. As you and I both know if you look at sports pages everyday you'll see that a lot of schools are looking at terminating one or two of the sports that they have, simply to kind of firm up things for the rest of them.

I look at it, and I really believe that we had some wonderful opportunities back in the 1980s to have established some things, and we just didn't do a very good job of it. I think, in many ways the rifle community was kind of complacent about what they had, and I don't think that we truly appreciated the market forces at work out there. I think all too often the rifle community feels like they are under siege, when in fact they're not. It's about money. Money, nothing more. You talk to most A.D.'s, and they are not politically correct or incorrect—they are politically neutral. What they are interested in is that dollar figure, if you can follow the rules, and if you can produce.

Do you think that rifle team is a safe sport?

I do. I really want to believe that most of the rifle teams out there are composed of men and women who take safety very, very seriously. I think the only trouble you get into when you operate a range is when you have people who don't necessarily want to be there, and they don't appreciate what can happen. That happens when you bring young soldiers on to a range—marines, airmen, sailors—or you bring kids from a high school, like some of the ROTC students, and they are not properly supervised. They don't necessarily want to be there, they are not paying attention, or they don't care. Unless you closely supervise them, you can run into trouble. But really and truly, I don't know of a rifle team member that has had an accident with a rifle. In my lifetime it hasn't

happened; I don't think it happened before. It is that general population that comes on to the range that gets into trouble, not rifle teams.

Once someone is familiar with range safety and knows what they need to do, do you feel that it comes naturally to them to enact those safety measures when they are on the range?

I really believe it does. Safety is probably the number one thing that we are interested in. If any one of us sees any of the others behaving in a way that's not safe, we are going to call it to their attention right away. As a result of that, accidents are pretty rare. I've talked to the risk managers, and to people that are very concerned about that a number of times, so I know it just takes one accident. I really do believe that once people have gotten several years into this sport, once they reach the collegiate university level, they are very aware.

Right now, do you consider yourself to have a women's team and a co-ed team, or do you just have one large co-ed team?

Right now we do have a women's team which is junior varsity, and I have a co-ed team that is varsity.

How many years have you had what you consider to be a varsity team that is all women?

I'd have to go back and look, but I believe, out of the past twelve years, probably in two of those years we had a varsity team that was pure women. It works out that way sometimes. This year's current varsity team is two men and four women, and I really believe that that's the way we will continue to see it for some time.

In general, do you think that there are issues with visibility for women's sports?

Maybe. I don't think that it is anything conscious. I think I had this discussion with the Sagebrush a while back, and I didn't do a very good

job of explaining why. I believe it comes down to the marketplace once again. I want to say that 50 percent of our population is women, and I think women are interested in women's sports.

I am very interested in nine-and-ten-year-old women's soccer at this point because my daughter is participating. I could watch that all day. If she and her team are playing, or it's her team playing, I'm fascinated by it. I might not be if she weren't playing.

You know, I like Nevada soccer. If I don't absolutely have to have something else that I've got to be doing, and they are playing, I'm going to go watch. The same thing is true of the women's basketball, and I will catch a men's football or basketball game, as well. Same thing is true of volleyball or track. I will go watch them if I don't absolutely have to do something else, because to me it's very watchable. I think there is a ton of people out there who, if they got to know the players as people, they would watch.

Now, how you get that across to the average couple that's out there, I'm just not sure. But I wouldn't say that it is anything conscious, where anybody is discriminating against women's basketball. It's just that they don't have the interest there, and I'm not sure how to kindle that interest. I know what draws me to it—I know the coach, and I know probably half a dozen of the players. I don't know them very well, but I follow it closely enough where I know something about them, and I really think that's what it comes down to.

With men's basketball and men's football, there is a tremendous amount of money at play, and as a result of that it gets a lot of the play in the sports pages and elsewhere. Just in terms of entertainment, though, it's no better than anything that the women are putting on. It really isn't. They talk about men's superior athleticism, but I kind of doubt it. I think that is way overrated.

Right now I just believe it comes down to money. I used to believe, and I still believe to a certain extent, that the web is ultimately going to do more for women's sports more than I think anything that has happened in the past. What I'm talking about is, if I've got a daughter or a niece playing somewhere, and if I can catch it off of the

web, I'm going to. That capability didn't exist ten years ago, and I think it's going to change things.

I do believe that when you've got somebody like Pat Summit, who has built her women's basketball team into what it is today, other people can do that. I would have said that ten or twenty years ago there is no way that would have happened. There is simply no way that it could have happened, but it'll happen. I think it'll increasingly happen.

It is kind of like watching rifle. Why on earth would anybody watch rifle? It's fascinating for the person pulling the trigger, or if you are coaching them, or a parent—you know all the little things to look for, so it is an interesting contest. For the average couple out there, all they can see is a person. They don't really see much action, and maybe they see a score at the end of the thing, but it's not very interesting.

I can think of some things that ultimately, I think, will make it interesting, even for an average guy out here. It is like when women's volleyball revamped their format for how they play to make the game move faster and be more interesting. I think we will increasingly see more of that.

The bottom line on all of this—men's basketball and men's football versus many of the other women's sports—is money, and it's television. That's what makes the difference. Don't get me wrong, I would love to see women's soccer, women's basketball, women's track, and women's softball, all advance to that level. It would be nice to see those coaches and those players professionally thinking draw some of that money. I think that money is there, but probably not for another twenty years, if then.

Do you feel that the pressure to be visible or exciting has ever had a negative impact, not just on women's athletics, but on athletics in general?

I think that if you tell a coach, "You have to come in here and put 10,000 people in the seats to watch", then yes, I think that could have a negative impact. Now, for some coaches, it won't be. They are going to go out there and figure that's part of the job, and they are going to do it. I think if you

talk to the old time football and basketball coaches on the men's side, they would say that was part of their contract. They were expected to do it, and they went out and did it.

I think that might have a negative impact, on the amount of time you spend with your players and how you develop them. It probably is inappropriate for all of those levels from high school below. It might be appropriate for college because the truth is that if you don't make some money, at least in some cases, then you are not going to survive. I'm very glad that isn't something that has been laid on me. On the other hand, I have a fairly good grasp of what I think needs to happen with rifle in order for it to survive another ten years.

How has fundraising for women's athletics developed over the time that you have been here?

I believe ten or twelve years ago it was essentially family and friends. What they are attempting to do today is make it much more. They want to retain family and friends, but they do want to make it a community event. They definitely have adopted a lot of the things that men's basketball and football have attempted to do. It's very much become a professional exercise, as opposed to what I think it was before. My take on it is that they are raising much more money than they used to.

Has the rifle team seen any benefit from that?

I believe so. Nevada may be unique, but my feelings are that success by any of the teams out there, men or women, makes the entire family stronger. It isn't a case of anybody's success takes anything away from us. If football makes it to a bowl game, then I'm confident that any of the money that they happen to make by doing that, we will see some of it on the rifle team. It's the same thing with basketball, with soccer and with women's basketball. If they get there, there's no question in my mind that the community at large sees that, and they are going to contribute more to Nevada athletics. Rifle may not see a huge increase, but we are going to see something.

Do you ever get any injuries on the rifle team? Not in terms of accidents, but an injury that would keep an athlete from competing?

Every now and then somebody will pull a muscle. One of the things that is different today, as opposed to even four or five years ago, is that shooters now understand that they have got to do their cardio, and weightlifting does not hurt us a bit. In fact, if you want to successfully shoot standing position you have to work out those core muscles in the trunk. Otherwise, with sixty shots in standing, you are not going to survive. As a result of that, student-athletes being what they are, they occasionally overdo it and occasionally make a mistake. I have been lifting all my life, and I want to say at least 20 percent of the time I'm injured in one respect or another as a result of that, simply because you get careless.

I don't believe we have as many injuries. If you were to go back and check the dollar figure—and I'm not sure whether Nevada looks to see what all the injuries have cost us over the years—but I believe that rifle probably has less than most. I will also say, in defense of football and basketball, their intensity in the weight room is probably higher than ours. [laughter] As a result, there are more injuries.

Do you believe that athletes shouldn't have any sugar or caffeine before they shoot?

By and large, I do. At West Point, if you were an athlete you were on what they called training tables. You were on those training tables year round. Even back then, dieticians have known for a hundred years that what they call the refined simple carbohydrates are bad for you. If I had my way, there is a bunch of things, lunatic that I am, that I would do. The East Europeans and Chinese watch their diets very closely, and there are no refined simple carbohydrates for their athletes. If I had the wherewithal I would do the same. I do have caffeine, but I'm not a shooter, which is really no excuse. [laughter] The bottom line is that I would get rid of refined simple sugars, caffeine, television, and video games, because they are all bad. The only video-type game I would have is the game that I use

down there on the electronic trainer. You want a game? I've got a game for you. That's the only game you get to play. All of these other things I firmly believe are bad for you, and you should avoid them.

How have you benefitted by coaching the rifle team?

I have learned a lot about leadership. The other side of that is community service, and I firmly believe that if you are going to be a member of the community you must do some form of community service. Everybody should do that. I mean this in no bad way, but I consider coaching this team part of my community service. It is one of the reasons why I will not accept payment to do it. If the university wishes to pay me, then God bless them. Certainly, the team can use that money, and that is where it goes.

When you are an army officer, if you are a colonel, a lot of the leadership that you use at that level is very different than what you would use if you were, say, a squad leader. There is common stuff there, but it's brought me back in touch with aspects of it that I have not looked at in thirty years. Lots of times I have to be reminded of that.

I will also say that leading these men and women in this environment is very different than leading them in the military. It is very much a learning experience for me, a good learning experience, because what I learn there is applicable in here. You can get out of touch. I see that, too, all the time. There is nothing like a nineteen or twenty-year-old kid to bring you back to reality, because they can say things to you that nobody else can or does.

That's all I have at this point. It has been a very interesting interview, and I hope that you've enjoyed it, because I have enjoyed it very much.

I appreciate the questions. They made me think about some things that I haven't thought about in a while.

ROSALYN WRIGHT

Rosalyn Wright: I was born here in Reno, Nevada. I was three months premature and was one and a half pounds at birth, so I started off as a little fighter. I grew up here, went to grade school on up in Reno and went to UNR. I did leave and go to dental school up in Portland, Oregon.

Allison Tracy: Can you tell me a little bit about your family?

I have my parents Bill and Rosalie Wright. My mom was a homemaker when I was growing up, and she later went on to real estate. My dad owned a paint and wallpaper store, Wright's Paints and Wallpaper, here in Reno. He retired when he was about fifty-five, and they currently live in Palm Springs. I also have a brother, Randy Wright, who is also a dentist. His practice is in Carson City.

Where did you go to grade school?

I went to Jessie Beck Elementary School. I was a big tomboy since I had an older brother. We played a lot of sports together, and he developed me into a ball player, so that's all we did. He was an excellent football player. Sports just came naturally to me, and I got addicted to them.

Did you do any organized teams when you were a kid?

There really weren't any organized sports. At the grade-school level you had the big field day at the end of the year. I always had to compete against the boys, because I won everything. When I competed against the boys, I still won everything. [laughter] It was kind of funny.

High school kind of started my whole interest in sports. Basketball was my favorite sport, and I excelled at it, so I continued with that. I ran a little bit of track. I always wanted to go out for volleyball, but I never did. I don't know why.

Coach [Ken] Fujii was my basketball coach, who became one of the great coaches around here. I still keep in touch with most of the players on the team, so we are still friends. When we were all here at UNR, we played basketball in the intramural program together, so we continued on.

You mentioned Coach Fujii, but were there any other coaches or teachers that stand out for you?

In junior high, at Swope Middle School, Coach Freeman was really instrumental. He started me off in track and other sports, and he was just a phenomenal man. For everybody he

met, he cared about you and the importance of schooling and athletics and discipline. He was like the ground floor for me.

Do you remember what sports were available to girls while you were at Reno High School?

There were actually quite a few. We had track and field, cross-country, tennis, volleyball, and basketball. Every sport except soccer. Soccer wasn't a big thing like it is now when I was going to school.

What kind of support did the girls sports get while you were in high school?

I think our program got a lot of interest just because we were such a phenomenal team. We won, I think, 122 straight games. We were written up in *Sports Illustrated* and stuff like that. We had a big following—the band would come, and the cheerleaders would come every now and then. I think it was highly unusual at the time, but we had good supporters and boosters. I think they really did a good thing in basketball. I don't think all the other girls' sports got as much attention as we did. I don't know if it was just because we were a winning team, but I felt the basketball program was really nice at the time.

What other high schools do you remember being around at the time?

There was Hug, Wooster, Reed, Incline or Whittell (I remember playing Whittell), and Sparks. McQueen was not around, nor were any of those that came after McQueen, so it was pretty small.

I remember that Reed was a major player, and Hug was there for a time being, too. We were always neck and neck with Reed, though. It was really hard, because the first string would play the first quarter, and the second string would play the second quarter, and if we were lucky we could play half of the third quarter. The starters didn't get to play but half a game all the time, so it was kind

of hard when we would get to state, and we now had to play a full game with each other.

Can you tell me a little bit about meeting Angie Taylor?

Angie Taylor played for Hug, and we had a pretty good competition with them, so that is how I met her. Later on, coming up to UNR, I became friends with her. Our friendship developed, but then, of course, we went different ways after UNR. She called me one day to be the president of Pack PAWS, this instrumental grassroots thing that she was starting up. She knew I was interested in sports, and thought maybe I could help it along, and I said of course I would. She was a great athlete, too.

Can you talk a little bit more about being the Most Valuable Player for the state of Nevada in 1981?

That was the first time that a northern women's team beat a southern team and took state in Las Vegas, so that was a pretty remarkable thing, and I was voted the Most Valuable Player. It was really exciting—my one claim to fame. [laughter]

What years were you at UNR?

I went away to a junior college in Napa, but I didn't like it, so I came back home. I think I was at UNR 1982 to 1984. I got accepted early to dental school, and I went up to Oregon in 1984.

What was happening with women's athletics while you were at UNR?

Not much. There was very little, and the scholarships were poor. I know that from playing with people that might have needed the scholarships to attend UNR, and there weren't many scholarships being offered at all. I think the basketball team and the softball team had scholarships. I don't even think the volleyball team was around. There was nothing going on. Nobody cared about it, and it wasn't a priority at all.

Had you considered competing at all at the college level in athletics?

No. I knew I wanted to be a dentist, and I knew I had to get top grades. Also my parents, fortunately, could afford to send me to school, and it just wasn't worth the time put in. It just didn't matter to me.

Do you remember what teams were available for women while you were at UNR?

I think it was basketball, softball, and maybe track and tennis. I knew my friends, of course, got basketball scholarships, and I knew there was a softball team, but that's it. They weren't really advertised.

Do you remember people becoming more positive about women's sports, or anything like that?

I think it was really with the development of Pack PAWS that it became a priority. Angie Taylor was instrumental in focusing on Title IX and getting that good track record that UNR has now with Title IX. She butted heads with a lot of people, but she made it happen, and I think that's where it all started.

Can you tell me when and how Pack PAWS was founded, and what you can remember from its beginning?

It was really grassroots. Angie Taylor knew what women's sports, and especially scholarships, can do for people in getting an education, and she saw that this university could do more of that. Women's athletics is not about becoming a WNBA player. It's about education, and that is what I love about women's sports. You get so much from playing a sport that you can use in your daily living and through your education, and I think that's what she wanted to see more of.

I think that is what Pack PAWS started doing. As the acronym says: Promotion and Advancement of Women's Sports. In addition

to Title IX compliance, Pack PAWS dealt with fundraising, marketing, and trying to get more people out to the games to see what it's all about, so little girls can go out and be little fans. It was very small at first, and it has blossomed into something wonderful.

How did Angie pitch it to you?

She just said, "Hey, Roz, I think you'd be really interested in this thing I'm putting together. It's called Pack PAWS, Promotion and Advancement of Women's Sports, and I'd like you to be the president."

I said, "Angie, I don't have any experience. I don't even know how to run a meeting."

She said, "Don't worry, I'll have your back."

So, I said, "OK." [laughter]

Then I met all these wonderful women. Some were professionals and some were here from UNR. They were very strong women that had daughters and saw that something was missing in their lives. They really wanted to encourage and give women's sports a face. It was great running it. I got to meet Patty Sheehan. I delivered speeches. She just pitched it as that, and it just snowballed into something bigger. I think our first dinner, the Salute to Champions, was actually a raring success. I was really proud of it, and I love to see that it's gotten better every year. The people who sponsor it, the Ansari's—what wonderful people. Thank God for them.

Do you remember the Northern Nevada Women Lawyers Association and their involvement at all in the beginning?

I know Valerie Cooke was instrumental in that. At that time I didn't know they were that involved, but now, looking back, I see what a contribution they have made. They have really done a wonderful job.

What was the main purpose of Pack PAWS, as you saw it, in the beginning?

The main purpose was to get women's athletics on an equal playing field. We wanted to raise money for the women's sports to advance the women and try to get funds delivered to them. Football, of course, and basketball get all the money around here, and with Pack PAWS we were just trying to level out the playing field and have our own booster club to better the community. We wanted to raise money, get kids involved, give a face to women's sports, and get more of the community involved.

I think that is what is really lacking at UNR. Even with the media, women's athletics is always buried on the fourth page. We have a great volleyball program that I don't think anybody knows about. I go to some of the women's basketball games, and there are 150 people there. Why is that? I just scratch my head. It's been ten or eleven years and we still wonder how can we market that like the program at Tennessee. I know having a winning team would help, but why can't we just get more people out? My friends always say, "I've got to get my daughter out there."

I say, "Yes, you've got to show her. I'll take her. Let's go to the games together."

They go to one, and that's about it. I just wish we could find that niche to make it bigger and better.

How did you go about recruiting members when you first got started?

We asked people, "Do you know anybody that would be interested and has a daughter?" A lot of them had younger daughters, and they wanted to see opportunities available for them. They wanted to see a soccer program in place, and they wanted to see softball come back. We really just asked people to tell a friend. Fortunately here in Reno we have some pretty powerful women, and that is how it started. It was like the telephone game, and we got a wonderful group of people.

By the time you had the first meeting, had Angie already approached you to be the president? Do

you remember that first meeting that you had and how that went?

Yes. [laughter] I said, "OK, Angie, what do I do?" I think there were ten or twelve of us, and we called the meeting to order, and she had the whole agenda. I was the president, but she was really running the show. I was just a figure that she picked, and I still don't know why. I haven't asked her why she picked me, but she saw something in me, so I'll take it. She was the main force, and I was just a figure.

Who are some of the other people that you can remember at those early meetings?

Valerie Cooke, Joan Wright, and Mary Conklin. Those three were really the ones I can remember the most, and Angie. That's about all.

What sort of activities, in that first year, did Pack PAWS put on and get involved with?

I think the main thing was raising money and awareness and just being able to get together as a group. I kind of heard some grumblings that some people in the Athletics Department didn't want this to even come around. Our main focus at the start was on what we wanted to accomplish, and our goals. We wanted to bring a face; we wanted to raise money; we wanted to get the athletes out in the community doing community service; and we wanted to help them out in any way. How can we make their life as student-athletes easier, too? With tutoring, with feeding them, with everything. It was just step by step by step.

Do you remember the women's coaches being involved or being supportive?

Yes, they were very supportive. Ada Gee was really gung ho and excited about it. I remember the rifle team was really excited about it. I didn't even know that we had a rifle team, but those guys were great. Women appreciate things so much

more, and all the coaches were really excited that this was happening.

Do you remember any specific things that the Athletics Department said or did that gave you the impression they weren't really happy about Pack PAWS?

I think I knew a little more than the rumor mill. The athletic director at the time was not supportive at all, in my opinion, of women's sports, and he wasn't very supportive of Angie Taylor, either. I thought it took a lot of guts for Angie to go against what they wanted to do. She will fight for what's right, and thank God she did, because this would never have been around.

Can you tell me a little bit about the Salute to Champions Dinner?

That was amazing. It's always so festive and fun, and they always bring in these great women. Jackie Joyner-Kersey was the first speaker. It was just an honor to be with all these women and give the first award to Patty Sheehan, who has been a great force here in our community. She is a great role model for kids. She is always helping the community. You just have to call her, and she will do anything. It was fun to organize it. I was surprised that we had so *many* people come to it, and it just shows what a great hunger people have for women's athletics. I just wish it would translate more into people coming to the games, and being the fan base. We've just got to continue to market that and build that up.

Do you remember how your honorees were picked, or at least for that first year, how you decided on Patty Sheehan?

Basically, she was our most famous woman athlete here in northern Nevada, and we wanted somebody big to be the first. We had a great speaker, and we wanted somebody dominant so people would come. I think for the students awards we just got nominees from all the schools and tallied it up that way.



Patty Sheehan, 2000

What effect did having a really successful Salute to Champions have on Pack PAWS?

It just showed that women can come together and create a beautiful thing. It was just a feather in our cap with all the hard work. We could say, "This isn't a pipe dream. This is something that we can do and create. It's a win-win situation for the women, for the university, and for everybody involved." I was very proud to be a part of that.

Do you remember it being successful in terms of fundraising?

I don't remember the final numbers, but just to have that many people there I think it was. I'm

sure we had enough smart women there to budget it and to make some money out of it.

Do you remember where it was and what time of year it was held?

It was at one of the Carano properties—I don't know if it was the Eldorado or the Silver Legacy. I was just amazed at how much stuff was donated for the silent auction. I'm sure the Eldorado picked up the food. Everybody was really supportive, and it was great.

Do you remember the sort of things that Pack PAWS did in terms of lobbying when it first got started?

I think Valerie was probably instrumental in lobbying the legislature, as was Angie. Title IX was a great resource, because it was the law. Title IX said you should have equal playing ground, and I'm sure they talked to a lot of people up at the legislature. UNR has always been at the top in Title IX, even with athletic directors that didn't really want to. In the last ten years it has really expanded. We're number one in, I think, the nation, and that is a great accomplishment. I think Angie was instrumental in that. Cary Groth has also run with that torch, and I think she is really a great asset.

Do you remember doing anything for the National Girls and Women in Sports Day?

Yes. For the first one, I think there was a basketball game that we tried to get as many women and their daughters to come participate in. I don't think it was that big of a success, but it was a start.

What were some of the specific problems that you can remember trying to address early on?

The Pack PAWS people never had any hard times. It was just dealing with the structure of UNR. It was new and nobody knew what was going on. They didn't know if we had a hidden agenda or whatever. We knew what we wanted to do, but we didn't want to step on any toes. There

was always something in the background—I can't really put my finger on it—but there was always tension dealing with that aspect of it.

One thing I know that has come up a lot is the issue of fundraising and not wanting to ask the same people twice, essentially. Do you remember if the Athletics Department had that issue?

Yes. They didn't want us encroaching on their donors. It was a "stay away from our food chain" type of thing. I felt that if they are going to give they are going to give. It doesn't matter.

Do you remember trying to think of what other groups, organizations, or people you could try to access?

I just knew the big names in the community—the casinos and big donors. There are a lot of people that give UNR a lot of money, and they didn't want us competing for those big fish, to have them give to men's sports and women's sports. It was the big ones—the casinos, the construction guys, the donors you see on the programs year in and year out. Those are the ones they didn't want us to go after.

Do you remember how big your budget was?

No, I don't know any of the numbers. I don't think it was much.

The money that you were able to fundraise—do you know if it went into a general fund?

That's a good question. My understanding is—and I could be totally off base on this—that we tried as much as we could just to put it right back into women's sports and keep our little nest egg. That is what we wanted to do, but I don't know if it actually did that.

How did the group's mission evolve over time?

I think it has just become bigger and bigger and bigger. It's my understanding that they are just more

organized; they are doing committees, budgeting, and getting a plan of action and going for it.

What did the Athletics Department fundraising group, the AAUN, do for women's sports, if anything, before Pack PAWS?

They did a little because they had to. Women's sports did get something, but they just got a little piece of the pie. It was all delegated—this many scholarships, this much money. It was all up to snuff, but they didn't get anything extra. Compared to the football team and the basketball team, it was night and day. Those are the things that just started to change.

The volleyball team has been to the NCAA's almost every year that Coach Devin Scruggs has been here, and you don't hear about that. They have been playing in a sub-standard facility for all those years, and they have accomplished that. Just think if they had what the men have, with trainers and all of that. It's just a different world. The softball team finally has a field now. I know it takes time, but women always get the short end of the stick, always. I don't think they got enough money, and I think that's why Pack PAWS saw a need to have their own fundraising to even out the playing field.

Do you remember how involved Joe Crowley was in the beginning?

He was very supportive. He's a great man. He was very interested in it. I think he sat in on a couple meetings, and he was very supportive of it. I remember him coming to the dinner, and I'd see him at basketball games, and he would ask, "How is everything going?" He enjoyed seeing it develop and grow. I think he was really proud of it.

Do you remember ever having any sit down meetings with Joe Crowley, or taking any specific problems to him?

Not really, but I know he was there for a couple meetings. At that point we were so young that I don't think we had any problems. I think

Angie would have held those meetings, since she was the athletic director. I don't remember any problems.

What years were you president then?

1997. I gave two speeches, so it probably was two years. That's as far as I can remember. It's a long time ago, Honey.

Do you think administrative changes within the Athletics Department and the university affected Pack PAWS?

I haven't been that involved through the Lilley administration, so I don't know how that shift went. I think from Chris Ault to Cary Groth would probably be the biggest shift. I think it gave Pack PAWS a sigh of relief. [laughter] I just think that she is a lot more supportive of women's sports in general, and I think she is a very fair person. She has turned the programs up here around a lot. I don't have firsthand knowledge, but I can just see that she would be more supportive than what we had to go through with Chris Ault. It was head-butt, head-butt, head-butt, and it wasn't pretty.

Do you think that he had ever done anything specifically to inhibit Pack PAWS, or was there just a lack of support?

I think it was the lack of support. I don't think he wanted it to even happen. I think it probably affected Angie's career, in my personal opinion. He just didn't seem to care. He didn't think that women's sports were as important as a football program. He just didn't get that it's the same but different. We are giving opportunities to young women, and he gives opportunities to young men. Women appreciate the scholarships. Like I said before, they take advantage of the situation, where the men get taken advantage of. Their whole mindset is different.

Do you see it in part as a civil rights issue in that men were getting a free education that women didn't have the same opportunity for?

No, not civil rights. I think what he thought is what everybody thought—we are taking away men's sports by supporting following, accepting, and abiding by Title IX. It's not taking sports away from the men; it's just leveling out the playing field. They still have a lot more scholarships in men's programs than women's, so it still hasn't leveled out the playing field.

We still get to participate in a lot more sports, but the main scholarships go to men. Their programs are bigger, since you have a hundred people on a football team, and you don't have a hundred basketball players. He looked at it as it's taking men's sports away. I don't think it's a grassroots civil rights kind of thing.

What sort of specific things do you remember Pack PAWS doing to address the visibility issues?

First of all, we tried to get the players out in the community. They would go to schools, give lectures, visit hospitals. They did a lot of community service. That was one of their criterion, too, when they accepted the scholarships, that they would be doing community service.

Then we just tried to get more people to the games. They have a lot of school functions, which I think are great, when they give computers away. How many kids from each school win a computer and stuff like that? So, we got more people out there, but they just didn't stick. [laughter]

Do you remember bugging the Reno Gazette-Journal on how they covered sports?

Yes. We tried to get them more visible. They'd put our little blurbs in. I think radio helped a lot more than the paper did. The *Gazette* is never a good thing. At the high school level and the college level, it's always in the back, and they are consistent that way. That's one thing they are. [laughter]

Do you remember some of the other people who have been involved in leadership roles in Pack PAWS over the years?

Yes. I always try to keep abreast of who is the president and stuff. I think all the women who have succeeded me have done a great job. I hear stuff through the grapevine, and I attend some functions sometimes. It's just amazing that we get that quality of people every time. It's great to see. We've had very strong leadership there, and it has never dropped. It's nice that this community has that many women to pick it up every year.

Looking back from the time that Pack PAWS started, what significant changes for women's athletics on campus do you think Pack PAWS really had a direct role in?

Besides the fundraising, I know they do a lot for women's athletics throughout the year. I think they have been instrumental in starting the Meet the Coach luncheons and helping it succeed. I think the women in general have something to look forward to in going to the Salute to Champions Dinner. That is a really nice event, and we try to get money raised so the student-athletes can go, too. I think that's good. I don't see where all the money goes, but I know that we try to have it go for women's athletics. We want to help with improving travel, if it's better hotel rooms when they go away, or having a good before-game meal. It has just been an added bonus to help where their budget falls short.

Without Pack PAWS do you think things like the addition of soccer would have happened?

I think that is just their adhering to Title IX, but I think Pack PAWS pushed it along. I think how the sports got added was real instrumental for Pack PAWS. There were a lot of soccer moms in there that wanted soccer before softball, and they got it. Whether that was an influence of Pack PAWS, I don't know. Maybe it was just that sport was getting so big.

It has been great to see that golf came back, and softball is back. Softball, I think, is going to be a real fun one to watch. That is hopefully going to be our thing, now that we have a good field,

instead of Idlewild, where people can actually go watch a game and be comfortable. I think you'll see a great impact with that. That was a real popular one, even when I was in school.

What are some of the more pressing problems Pack PAWS has recently dealt with?

First of all, we have to get our basketball team to start winning some games. They had a decent year this year, but after rebuilding for five years they had better be great next year. All our women's sports actually do really well. Our soccer team got pretty good, and our softball team is going to be great. I feel so bad for the volleyball team, because they are *so great*, and nobody knows about it. We've got to get more exposure.

We have to still market more, and get some more winning programs. Like I said, I just don't know how to get the community involved. I'd like to see it like Tennessee—everybody wearing blue instead of orange. How did they create that? I just would like to tap into a little spigot of that. This university has grown so much. I just don't see why it hasn't grown to get the people out there, because it is exciting. The basketball games are OK, the softball games are always good, and volleyball is outrageous. I just don't know how we can translate that to get more people out. That is what hasn't changed much. It changes a little and ebbs and flows, but I wish we could just get more people out and involved. That would translate into dollars, and everybody would like that.

Without the increased community support, is that really a big stumbling block for women's athletics? Can they continue to improve even if the community remains uninvolved?

Yes, because they always do. They don't need the recognition from the fans to become a better program. That is why volleyball can recruit these girls, because they go to the NCAA's every year. They don't need the kudos to go along with it. They don't need the fan support. It would be nice, but the program speaks for itself. They are a great

program, and if that is what you want, we've got it. Softball is good. I haven't kept up on golf, but I think we did pretty well this year. It doesn't have to go hand in hand.

I just had a conversation with Marie Stewart, and she told me about how she took that exit interview when she graduated. She works up here, so she was telling me that she hasn't seen anything change. From the outside looking in, I think there are more opportunities for women than when she was around. There are more sports, which is nice. But yes, I didn't know that was being done, and I thought, "That's cool. At least they were trying."

How has your involvement in Pack PAWS shaped how you approach issues of activism and advocacy?

It just made me realize that you are not a single voice, and if you work together you can create great things, but you have to participate. I was a volunteer for the caucuses here in Reno. I have done more of that—not just voting, but actually getting involved. Pack PAWS created my whole involvement in politics, community service, and the dental society. I like to be involved in stuff, so it's made me a better person, too.

Do you think that Pack PAWS had a positive or a negative effect on your career? Or any effect at all?

I don't think on my career, because it was already going. I just really liked participating in it. I think it was better for me than my career. It was my first public speaking thing, and so it was really fun for me. Sure, if it got me a couple patients that's great too. I'm sure it did. It was more a good thing for me than anything.

How have you been involved in Pack PAWS since your presidency?

I haven't been. I always keep abreast of it, and I try to go, but they always have the darn dinners when I take my spring vacations. I'm going to be gone again this year. So, I have to be a little more proactive and see when they have that, so I can

support them. I like what they are doing. I'm just glad that it's still going on, and it just gets bigger and bigger every year. I went to the last Salute to Champions, because it was our tenth anniversary, just to see how big and beautiful it's gotten. It was very impressive.

Where do you think women's athletics would be today without Pack PAWS?

Even though it doesn't get that much recognition, I think it just gets a lot more support from the Pack PAWS, and it helps them in different ways. I think it brings all the women's athletics, all of the teams, together, and they know they have somebody that has their back. It's mainly a supportive role and a monetary role in anything we can do to help women's athletics. They like that. I think that is what it's given.

Where do you think women's athletics would be without Angie Taylor?

I think they would still be on the back burner. I don't think we would have golf, soccer, or softball. They would be like second-class citizens like in the 1980s when we had basketball and softball, and they barely had any scholarships. I don't think they even had twelve scholarships to give out for the twelve players for basketball. I don't think we would be in compliance with Title IX. Being an athlete and a woman, she was instrumental in fighting for equality in that arena, as it should be.

MARY CONKLIN

Mary Conklin: I was born in Columbus, Ohio, April 22, 1950. I'm the oldest of nine children, and I grew up in Sacramento, California, where I went to St. Francis High School. I earned a bachelor of science in nursing at the University of San Francisco in 1972, and then I went on to the University of California in San Francisco for a master's degree in nursing administration.

Mary Larson: When you were growing up, what kind of activities were you involved in?

We swam in the summertime, and we played a little tennis. I had polio when I was five years old, and I don't like to think of it as a disability, but I have some challenges with my left leg. I lost some muscles in that leg, so I didn't get to do the running and the basketball and those kinds of things, because I just had trouble doing them, but I like to think that it gave me tenacity for other things. I'm wired up that way. Being the oldest in a big family, I was thrust into leadership, or maybe it was more administrative roles. [laughter] I was one of those kids that watched my mother have all these children around and just felt like I should be helping her big time—fourteen going on forty—but not a lot of sports, because that was just not what we did.

We camped as a family, and we had a big RV trip when I was thirteen and went out to the Midwest, which is where my parents were from, in a Dodge motor home—one of the first ones, I think, they ever built. We did a lot of things together as a family; we just didn't have a lot of money. My dad liked projects. We played a lot in the front yard—Ollie Ollie Oxen Free and Hide and Seek after dark in the summertime.

Education was always a big emphasis in our family; my dad and my mother both, believe it or not, went to the University of Nebraska, but my dad was an orthopedic surgeon, and he was not a sports fan. However, I married a man who likes sports, and I have two sons who are very sports-minded, so maybe that's why I got interested in this—I came in through the back door.

I'm married to Tam Conklin; he's actually a University of Nevada, Reno, graduate, 1966. He went to the University of Louisville Medical School, and he is an ophthalmologist here in Reno. We met in San Francisco, and we have three children. Molly is thirty; Chris will be twenty-nine in a couple of weeks; and Matt is twenty-five. My husband was a really good tennis player, and he's a good skier; he's a golfer and has about a ten handicap. My two sons both play golf, as well, and they also played soccer. Both played



Mary Conklin

on the Manogue High School golf team, and Matt actually was on a state championship team his senior year. They all swam for Reno Aquatic Club. Molly was a good swimmer, a good runner; she played a little basketball for a couple years at Manogue with Carissa Meier. The kids were always involved in lot of sports activities, and, consequently, we were involved in it. They were busy; we were busy.

How did you first get involved with women's athletics at UNR?

I have done a lot of community work in my life. When we moved to Reno, there wasn't a lot of good childcare, so I didn't go to work right away; I was at home with the kids, and that wasn't enough for me. I managed to get myself involved in a number of community groups, and one of those groups was the Junior League of Reno. When I was president of that group in 1989, we had what I'll call a solicitation—a letter or something—from Angie. At that point she was trying to drum up money for women's sports, and she sent a letter asking for participation in a walk-a-thon or a

walk-jog-a-thon she was doing. I got the board members, and we all decided that that would be something we could do as a group. So, fifteen or twenty of us got some pledges, and we showed up whenever, Saturday morning, and walked our laps. We brought in a significant amount of money for her, and she was shocked.

That's how Angie and I originally met. About two years later she was putting the women's booster group together, which at that point was called the BoostHERs. Actually, Lynn Atcheson, Sue Wagner, Fritsi Ericson, and a number of other women were in this little booster group. Angie asked me if I would be interested in becoming a member, so I did.

I don't know how long I was on there, but at some point my husband had become the chair of the University Foundation, and in doing things with him, I had met a few trustees, one of which was Dixie May. Dixie and I are about the same age, and we just hit it off; we liked each other from the beginning. We weren't good friends at that point, but we knew each other, so that was happening over here.

I was doing the BoostHERs thing, and at one of our meetings with Angie we had a presentation on Title IX, actually, and I was slack-jawed at just how inequitable it was, and it got me going. I guess that Irish blood in me—things have to be fair. I like fair. Growing up in a big family, fair is important.

I got to thinking, and over the course of the next few weeks, I talked to my husband and said, "I know that Paul Page is putting all this stuff together. They're doing a renovation at Mackay Stadium, and he's putting together all his donors." He wanted one of the sky boxes for the Foundation, and he had procured money from four donors, one of which was Dixie, to pay for it. I said to my husband, "Do you think Paul Page would be OK if I just maybe asked Dixie to restrict her money?" She'd already donated it, so it wasn't like we were asking for more money, but I said, "It just would be a message, and she's a woman."

He said, "I think maybe you should talk to Paul."

So, I did. Paul looked at me and said, "I can't really stop you from talking to her. It's OK with me if you talk to her."

I said, "OK. As long as it's OK. I just want you to know I'm going to have this conversation."

I called her. We had a little glass of wine, and I took some of the information Angie had given us at the BoostHERs meeting and said, "Dixie, would you think about just restricting your money?"

She got a big smile on her face, and she said, "Yes, I'll do that. Actually, I'll give my attorney a call tomorrow, and we'll just rework it."

I called Paul Page and said, "I think she's going to do it."

He said, "Oh, really?"

I said, "Yes, I'm ecstatic. The message will be loud and clear that we need to work on this."

That would have been around 1994, 1995, because I got a call from Sandy Rogers less than a year later, and she asked me if I would be interested in a job. I said, "What kind of a job?" [laughter]

She said, "Paul's been working with Angie, and she needs some help raising money for women's sports."

I said, "Well, I'll talk about it." So, we had a meeting, and I ended up with a half-time job, which, as we all know, in development it might as well be a full-time job, because you're never really off the job. That was in the spring of 1996, and I think I started working around the first of September with the title of director of development for women's athletics.

What details do you remember about the state of women's athletics at the university at that time?

Angie had her offices down in the Old Gym, and, of course, I immediately went in there and said, "How can I bring a donor in here?" I mean, we were in the basement of the Old Gym. There were couches in there, and there were dogs sitting in people's offices. One of the coaches would bring their dogs to work, so they'd be in there sprawling around. There was that aspect of the public perception of just where their offices were and how it was set up, and it didn't look very organized or professional.

At that point Angie had hired Amy Jacobs who was doing events for her, and Jason Houston

was working as her sports information director, so she had some staff. They'd hired Ada Gee, and Ada was the basketball coach, but other than that, most of the teams were not anything you'd pay much attention to—we weren't setting the world on fire. I don't really remember reading much about women's sports in the newspaper at that point. I was coming in there strictly from an equity point of view, and all I knew was it wasn't equitable. At that point I didn't know anything about the budgets, and I'm not a numbers person anyway, so I don't know that I would have really honed in. I learned a lot about Title IX in the next year, just how multi-faceted it was—it was not just about the money. But I just knew from what she had shown us in that meeting, that things needed to improve. If our teams were going to get better, they needed help.

Were you officially employed through the Athletics Department or through the Foundation?

The Foundation paid my salary. I think in some ways that was a disadvantage, because becoming part of the team was a lot harder to do, but at the same time, it gave me a flexibility that I might not have had otherwise. Angie was very concerned about us being a team and being part of the overall Athletics Department team, but because our offices were not up on the hill—at that point they were in the old offices down here on campus—we weren't interfacing with the rest of the staff up there. There was a disconnect with women's sports in general, just because physically we weren't in the same place.

You probably had a certain degree of autonomy just based on that.

We did. I know there was the perception up at the Athletics Department offices that we didn't work. They didn't think we worked like they worked. Up to that point, we had sports information in some events, but the workload was different.

What women's sports were there when you came?

Let's see if I can remember them. We had basketball, volleyball, tennis, track and field, cross-country, swimming and diving, rifle. We had no softball, no golf, no gymnastics. They had gymnastics a long time ago here. The number eleven sticks on my mind, so I'm missing some.

When you first got here, what were some of the equity issues that you became aware of?

Budget right off the bat. When I got talking to some of the coaches, I realized that in their travel budgets and recruiting budgets there were big differences. I think the biggest thing that I focused on was that Chris Ault would tell everybody that women's sports were fully funded in terms of scholarships, and that was true, but what didn't get said was that they were in-state scholarships, so that meant that you could recruit in-state athletes. In-state student tuition was different than out-of-state tuition, so we were not in a position to really go outside of the state and recruit on an even playing field with everybody else, because we couldn't offer a full-ride scholarship to anybody.

With some of those sports were they able to offer, say, an out-of-state student a full ride if they pieced together two in-state scholarships?

Yes, they could; they had budget.

But then it's not fully funded.

Right. There was a certain amount of money for scholarships, and that's all there was; the coaches all knew. We didn't have the same kinds of facilities; the girls at this point were still down in the Old Gym playing basketball and volleyball. And from a recruiting standpoint, it didn't look that good. If somebody comes in, and they've been to a big-name place where they've got nice gym facilities, it's hard to compete with that. I just had this sense that we were limping along here, and we were doing it, but we needed to look better than this.

Travel budgets weren't the same, and the coaches all felt constraints. I can remember sitting

in my office one day, and Kurt Richter, the tennis coach, came in, and he wanted tennis courts. He was playing off campus; he was going to Caughlin Club or to the Washoe courts on Plumas, so he felt that it was tough for him to recruit players when he didn't have a facility.

I think the coaches at that point wanted things to be better, but they didn't quite know how to go about doing it. So, all of a sudden, here I was sitting there, and they could come and talk to me about their dreams, "What are we going to do?" I had a meeting with every coach within that first four to six months to talk about where they were and what they wanted and what they needed. I also got a sense of what kind of people they were. Could I take them out into the public? Could they speak to a potential donor? Could they articulate what it is they needed?

I figured out pretty early on, and I told the coaches this, "I can kick a door open for you. I can help you get access to someone, but you've got to sell it, because they're going to give their money to you because they believe you when you tell them you're going to do a certain thing. You're the people that have to make it happen, not me," and that was a new concept to them. I don't think any of those coaches ever felt that they had any power to do anything, and I don't think they ever thought of themselves as being the reason someone would give money to sports. That was a totally different way of thinking.

Ada was good because she was very articulate. She was an English major and loved to write poetry, loved to interact with people, could articulate her vision, and she was a very positive force for women's sports at that point, because she was comfortable doing that, and people loved to listen to her. So, we had a couple of times where Angie and I took Ada to a community group and let her talk about what her vision was.

Some of the coaches were good at that, and some weren't, so it was interesting. I had a conversation with Terri Patraw at the end of last spring, and she said, "I'm a coach, but I don't spend as much time coaching the girls as people think. I have to market my program." She showed me a letter that they had sent out to a possible



Ada Gee, women's basketball coach.

recruit, and she said, "I have to be able to go into a family's home and talk to parents and make them feel good about a decision."

I thought, "That's a part of coaching that people don't think a lot about." So, I was learning, too, what their jobs were, because I didn't play sports, obviously.

And speaking of the coaches, were there problems with inequities with the salaries for the women's coaches versus the men's coaches, and then the numbers of coaches?

Oh, yes. That was a conversation we would get into with BoostHERs, who would say, "Ada's not making enough money for what she has to do," or, "Devin's not making enough money," or, "How do we get our salaries more in line?" Of course, that's one of the criteria when you look at Title IX, and the coaches were always moving money around

trying to create money within their budgets to pay an assistant. A lot of that went on, making your budget work with the monies you had, but that was big. We realized that we should probably be talking to legislators, that large corpuses of money could come from the state if they really knew what was going on.

And what their liabilities might be because of Title IX.

Yes, that ended up being the avenue in. I think Angie talked to Bernice Mathews, or maybe she talked to Jan Evans or Sue Wagner—they were all involved in our booster effort. Of course, Brown University was sort of the frontrunner when it came to that whole litigation thing. I don't know exactly how Angie did it, but she made these legislators aware of what was going on, and we mounted that legislative effort.

Val Cooke was also on our board, and she and Vicky Mendoza and Joan Wright had had Ada and Angie and maybe even some other coaches to the Nevada Women Lawyers luncheons. They were all meeting once a month, and they took on this whole Title IX issue as a group effort, so they were very helpful when we had to rally the troops. Val can give you the numbers. There must have been 500 or 600 little girls down at Carson City at one point for a Girls and Women in Sports Day, and that got the attention of a lot of legislators. Once that happened, there were really in-depth conversations about the liability potential at a state school, and they went to bat for us in a big way. Of course, it was nice that Bernice was on the finance committee, and she articulated it pretty well.

I don't want to get ahead of our story, so I do want to come back to this and talk about it a little more later. Let's go back to when you first were starting with that position. What was your office like when you first started?

Yes. I was sharing an office. I had a chair and a little, cast-off computer table—I don't even think it locked—but I could put my purse in there. One of the first things I said was, "Angie, we've got to

spruce up this office. It's got to look different. If I'm going to be bringing people in here, it's got to look professional. It doesn't have to be fancy; it has to be clean and neat, and there just has to be a sense of, 'Something's going on here.' I have a friend who's an interior decorator, and I'm going to call her and ask her to come and take a look around and see what we can do."

Judy Fermoile had done work with the University Foundation, so she came down, and we walked around the office. She came up with some really interesting things we could do with paint. We cleaned the carpets, and Angie talked to the Buildings and Grounds people. I don't know who she called, but Buzz Nelson always liked Angie, so he sent his painters over. Judy had marked everything, and we painted the pipe and the ductwork one color, and we had a little taupe wainscoting at the top. People would come in and say, "How did you do this? This is great!"

Angie said, "It didn't cost me. It was time to paint in here, so we just told them how we wanted it painted."

Angie moved some of the coaches to different offices in the building, and she mainly put all the sports information and events people and herself and myself in there. The word was out that you were to look nice when you came in. We were not lounging around. We got rid of all the couches everybody was sitting on, and within six months, eight months, maybe, we had a really nice office space.

You would think that would boost morale, too.

It was huge. At that point the message for the whole staff, I think, probably was, "We're going somewhere. We're not staying where we were."

I was old; everybody there was under thirty-five except for me. I think back on it, and I'll never forget Ellen Wofford, who is now married to Jason Houston. At the time, she came in and needed a vendor for an event she was planning, and she said to me, "Where can I find such and such?"

I said, "Here's a couple numbers. Try these."

She came back an hour or two later and said, "How did you know that?"

I said, "Well, Ellen, after a while you've just done it enough times that you know where to start."

I think that that was how they perceived me, "If we need something, we'll go ask, or maybe she'll at least help us know where to get started." When you do that, and you have some success, and you realize there are people out there who will help you, who will listen, who aren't shocked, and you don't have to explain it too much—things started happening. We got some donations; we decided to have these little get-togethers like before a volleyball game, and we would invite people to come.

Sort of a little tailgate thing?

Yes, but we did it in the study center. That was another thing that Angie had gotten going—to have people come and donate food and little raffle prizes. We started printing up little programs and getting people to put an ad in the program—simple things that just had never been done before.

Because no one had the time.

No, or the thought, "Oh, gee, maybe we ought to try this. We have something to sell here, something that's good and positive."

And you brought an appreciation of that.

Yes. I was from the outside; I was not an athlete, and in that sense it was a positive thing for me to be an outsider, because that was the world they were trying to access.

Sort of a bridge between them.

Actually, I was that, interestingly enough. Until just this minute, I hadn't thought of myself that way, but there was a bridge there, and I think because they were all young, they just saw lots of constraints, whereas I was past that. I'm looking at, "We can do this, and this is how we're going to try and do it." I wasn't a sports person like they

were, but I had done it in other situations, and I had a philosophy that anything that's new and has never had a history, has never been a program or a project, can be successful if one person cares about it. It might take you a little longer, but it will happen. That was just my own personal life experience.

Angie was that person; she wanted it to happen, and I thought, "You know what, if she's willing to go to bat, and I can just convince her that there's a way to do this—she just needs to think a little differently—we can change it." I wasn't sure how much we could change it, but I thought we could make this different.

At least at the beginning, or maybe you can trace how this changed over time, what would your average day, or supposed half day, look like?

It was different every day, depending on whether we had a game that night. I had decided in the beginning that we had finite resources; I had finite time; we did not have a lot of staff. They were doing mailings to people on random lists that were not getting them anything. I said, "Angie, I am going to go through everything I have." I just amassed directories of things, all kinds of stuff from EDawn to chamber lists to groups I belonged to, and I would look through them, and I knew enough about the people that I could say, "I'm going to generate what I'm going to call a hot list. These are people that I know or I'm comfortable talking to that would have maybe an interest. They're not just a random person that you have no idea who they are." We also went through lists of the parents of our student-athletes. I said to her at one point, "We need to get some alumni. Where's our alumni list? Where are all these people who've played in our program?"

She got some of the staff working on that. So, that first year was just coming up with potential supporters. Then I got really serious about Pack PAWS. Angie must have changed the name, and that might have happened right before I got there, because it was always Pack PAWS when I was there. I told her, "We need some well-placed, credible, articulate women on this board." So,

the three or four years that I worked in there, I was always looking for those people, cultivating conversations, having lunch, and seeing what their interest was.

A lot of my time in the beginning was spent getting those lists and places for us to just start marketing ourselves, and then Angie hired a marketing person, so that person then started coming up with things we could do, "OK, how can we get money to do this?" And we'd talk about it.

Did you have a development board for that group that would have been separate from Pack PAWS, or were you working with Pack PAWS?

No, we did not have a separate board; we needed a booster group first. Actually, a lot of those people were ecstatic to have somebody like me there who would organize their meeting, and that was another interesting thing. I said to Angie, "We can't just have these little meetings that are not organized. If we want really competent, capable people who are going to articulate for us in the community, we've got to have meetings that are meaty. Every time we get Pack PAWS together, we have to have something we're telling them, some bit of information that they're going to get from you that they wouldn't get reading the newspaper." I was very anal about how the meetings went, where we had them, how organized they were, and the fact that they would get pre-meeting packets, so when they came in, they knew exactly what we were going to talk about and could participate. That was also when I started generating financial statements, "How much money do we actually have?" And Angie had little promotional things that we were making money on, so I'd say, "If we want them to give us big money, we've got to be accountable for what we already have, so we need to educate."

And if you could show them how little you have relative to what the men have, maybe, or just how little you have as an absolute.

Percentage-wise of the whole program, that's right. So, we had a very measured, conscious

effort to do that, and it was a coalescing where you give the right people the information they need—and pray.

Now, how do you think changes in philosophy regarding women's athletics led up to that position being created and your filling it?

I think Angie realized she needed help. She knew what her strengths were, but she also knew what she didn't do well. I give her a lot of credit for going to the University Foundation. Of course, that was in the midst of their capital campaign, so there was a lot of hubbub on campus about raising money in general. Paul Page had two daughters, and he was a big supporter of women's sports, so Angie had a sympathetic ear. Joe Crowley had been really involved at the NCAA level, so we didn't have stumbling blocks there. There was support from the top for that effort, and Angie was willing to lead the charge.

Philosophically, they were going counter to Athletics Department administration, but Angie was pretty savvy with how all that worked, and she was a mistress of figuring out how to get something done without ruffling anybody's feathers or getting people upset. We took a lot of baby steps in the beginning, but the coaches started seeing things happen. I had gone through lists, and I knew locally which foundations had money, and we would talk about it. Curt Kraft, the track coach, came into my office one morning after we'd had a conversation where I said, "You've got to sell your program. If you guys can't do that, then I can't wave a magic wand and have money in your budget."

I'd have been there about a year, and Curt said to me, "Gosh, I play on this city league softball team, and there's this guy that's out in center field. It turns out he's a trustee on this foundation." I think it was the Hawkins Foundation.

I looked at him and said, "Curt, you hit pay dirt, buddy. You have your own access now. Now, you need to sit down with your staff, and you need to figure out what it is you need. I'll do the research. We'll figure out how big the foundation is and what would be an appropriate amount of money."

He had a bunch of people, just local volunteer types, and within a couple of weeks he got this guy involved, and he researched the timing system that he needed over there at the Livestock Events Center for the indoor track. We sat down, and he wrote something up. I could edit, so I would tell him, "This is too complicated. You need to do this." So, we fine-tuned it. He got the money from this guy, and he helped Mike Schrader get a similar timing system over at the natatorium.

They started getting small, positive feedback—well, it wasn't small. I think that first grant was around \$20,000. It wasn't nothing, but compared to what they needed . . . I said, "You guys, this is what you have to do. It builds on itself. Remember, your first gift is not your last. Sometimes, the first gift you get is a tease, it's a test. Can you manage this? Can you give us the paperwork we need? Can you give us the tax stuff we need? Will you do what you say you're going to do with what we give you?"

[whispers] "So don't screw it up. Don't screw it up!" [laughter] You've got to follow directions; it's all a test. Those coaches appreciated that. The department as a whole realized that everything they did mattered, and you didn't know who was watching. Maybe, philosophically, that was a huge paradigm shift, because up till that point they didn't think anybody noticed them doing anything, and now it was, "Well, if it's important enough for the Foundation to pay this person to be here, and she's saying we need to do these things, and these guys have actually done some of the things she said, and it's paid off—maybe it can work."

In looking at having coaches approaching people for donations and so on, did you guys have to coordinate your efforts through the main Foundation office when you were approaching private foundations or individuals?

I usually did have a conversation with somebody just to make sure that we weren't interfering with something. I'd had meetings with people that worked up there—Paul Page, Jenny Frayer, and different people. It wasn't as

coordinated as it is now, but they were beginning to move in that direction. Up to that point, people hadn't been going to all these people. They didn't need that coordinating, but as the Capital Campaign for the Foundation got underway, that became pretty key, so we fell into that.

The interesting thing was that athletics is something people want to support, so in that sense we probably had a little bit of an unfair advantage as opposed to, say, people at the College of Education. I mean, we had kids, and we had the band playing. It was fun to be there. So, there was some of that in the beginning, and, still, it's big now.

Did you have any difficulty having to coordinate things within the Athletics Department?

It was Angie's problem. I would say, "OK, Ang, here's the deal." Then we'd sit down and talk about how we were going to handle that, what would be the best way. Most of the time I was very fortunate, because she knew the system within which we were operating, and she knew how we had to do it, which I didn't know. We had a lot of conversations about that kind of stuff.

I knew there had been issues earlier and that there would be issues later about not just women's athletics raising money for its own programs, but for independent sports raising money for their own individual reasons.

As coaches have gotten more savvy with it and have figured out how to go about it, it has become more of an issue. When Trent Johnson got here, he wanted money, and he wanted a lot more money. We sat down and talked about it, and the whole Starting Five group was a result of a couple of guys coming to him and saying, "We want to give you money." This is the way they do it at Stanford University; they have a group that is similar to this, and somehow I ended up with those guys.

I just said to Trent, "Look, you get 5 guys who each make 5 phone calls. All of a sudden you've got 25 people. If we can get \$500 from each one of those 25 people, all of a sudden you've got an

extra \$12,000. You have a goal that each year you double whatever you did the year before and just basically keep the costs low. They have dinner with you at the beginning of the year and a dinner with you at the end of the year. They get a shirt that no one gets unless they plunk their five hundred bucks down, and that's all we do. Keep it simple." People just want to be close to the coach; they want to get the inside track. I said, "If you start giving away a lot of stuff, then you defeat what you are trying to do, and most of these people don't want a lot of stuff. They just want to know that your programs are supported."

I don't know what they're making now, but it's significant, and now all the coaches are figuring that out. I think Chris Ault wasn't crazy about people doing it, and I don't think Cary Groth is crazy about it, but she knows that's a reality of fans—they want to support their group. Pack PAWS was that group for women's sports, because we just didn't have the manpower or the resources for every coach, or for that matter, the fans, to recruit.

A lot of them were the same fans.

They were the same fans. I know Kim Gervasoni has got her own group now; Devin Scruggs has one; and soccer had one, but it's just going to be one of those things, I think, that over time ultimately they'll all have their own corps of supporters that they go to when they need something.

When you came in, and you were trying to raise money, you mentioned that the budget was an issue overall, and that scholarships was a part of that.

Scholarships is a big part of everybody's budget.

Were there particular things besides the scholarships that you were trying to address with raising money? What were some of the issues at the time?

It gets back to the coaches when they tried to recruit. They wanted to be able to have nice offices

and a good playing facility for the kids, which was the priority for any student-athlete coming in. Travel budgets were important. Ada wanted to take them on a European tour, so they'd get more practice. A lot of NCAA rules dictate to a large extent what you can and can't do in the off-season, so that was one thing they could do. She wanted money to do that, because that's a plum. If you can say your teams go on a European tour for two weeks each summer, kids are going to like that.

You'd sit down and say, "What's going to make our program more marketable to the student-athletes, because the bottom line is you've got to start winning games. How do you win games?" That was always a goal, to be in the top twenty-five; that was the benchmark.

Do you think when you first came in, partially because of the scholarships or maybe just because of other recruiting constraints, that a lot of the women being recruited for the UNR teams were from northern Nevada? Was it more a regional thing or a statewide thing?

It's hard to say; I never really sat down and analyzed that, but when you don't have full-ride, out-of-state scholarships, you take what you can get. We had local kids that were playing on no scholarships; they might get a stipend. I don't remember what year that changed. We worked together with the Athletics Department in Las Vegas, and Joe Crowley was very instrumental in getting the legislature to say that from that year forward tuition and fees were waived for all female student-athletes, not just here, but in Las Vegas, as well. So, we could take the money that we had been paying tuition and fees with and now use it for room, board, and books. So, it gave us a full-ride scholarship, which leads me into the Dixie May gift. That million dollars really put the department in a position to fully fund all of their scholarships as potentially out-of-state scholarships, because her money became the room, board, and books part of the full scholarship. We had tuition and fee waivers for part of it, and then we had a \$100,000 a year.

Do you want to talk about how all that transpired, because out of the three gifts that came in that was the first one?

Yes, that was a big one, and it was just a matter of talking about what we needed. After I started working there, and we had gotten the business with the sky box, Dixie became friends with Angie. We had a few dinners with Dixie, just real informal things—and Dixie May is a night person; she's not a morning person—and one day I get this phone call at home at six-thirty in the morning, and it's Dixie, and she says to me, "I've been awake. I didn't sleep very well last night, and I'm thinking about this scholarship thing," because the May Foundation is big on scholarships. They've done a lot of scholarships here, as you know, and she said to me, "How does a million dollars sound?"

I said, "What did you say?"

She said, "A million dollars."

"What are you talking about?"

"I think the May Foundation could do a million dollars, and we could do it for scholarships, because we like scholarships."

Of course, she had been listening to me for months about what sports does for at-risk girls; you don't end up in a gang if you're playing sports. The Women's Sports Foundation had gobs of stats on teenage pregnancy and the number of girls who would not be in college if they didn't have an athletic scholarship, or the percentage of women that don't go to college who are in gangs or in abusive relationships. Dixie and I had had conversations about that off and on, and Angie had all the stats.

Because this was all before the Millennium Scholarships.

Yes, this was, but I can't really speak to that, because I left here in 2001.

That would probably make a difference in the amount of support that the Athletics Department would have to get for scholarships if they could now come in on Millennium Scholarships.

Yes. If academically they're that good, that's great. Dixie was a big supporter of that. At that point, her cousin, Anita Rosenstein, was the chair of the foundation, so Dixie said, "Anita's coming up here for some stuff we're doing with the arboretum and the Wilbur May Museum. I think we should go out to dinner."

I said, "OK." And I said to Angie, "OK, Ang, we're going to get the private dining room at the Nineteenth Hole, and you're going to buy dinner for everybody."

She said, "How am I going to do that?"

I said, "I don't know. That's your problem. You've got to figure out how to take them to dinner." It turns out that it was Anita and another one of the May trustees. At that point, all the people on the May Foundation board were women.

So, we had dinner up there, and Angie did what Angie does best—be enthusiastic about what she believed in—and Anita just thought it was great. So, that was the first gift, and we made it a big deal. I said, "We've got to have a good press conference. We've got to celebrate this." The marketing people, the special events people, and the Foundation put together a great reception. We invited Kristen Avansino and a few other foundation representatives, and that was the beginning of her interest in doing something for the program. A year later we had another million dollars from the E.L. Wiegand Foundation for women's basketball.

So she was at the reception. Was that where she got her initial information about it?

I think she knew a little bit about what was going on, because Paul Page had been doing work with the Wiegand Foundation for some other things. You never quite know what all goes on, but she and I had had a couple of conversations, and she loved Ada. She and Ada clicked right out of the shoot, so that helped.

And the Wiegand money was specifically for the basketball program?

That was for the basketball program. There was a percentage of it that was going to go toward travel, and Ada was still playing down in the Old Gym, so she had some money to put new seats in the Old Gym. If I went back and looked at the grant I could tell you more, but it was very specific.

Now, both the May Foundation gift and the Wiegand Foundation gift were over a certain number of years?

Ten years. Actually, the Wiegand Foundation money was not going to come in all at once; I think it was \$300,000 for facility improvement for seats or something, and then the rest of it was going to be allocated over a period of time.

I was just trying to get a sense of how those worked. So next year, 2008, will probably be the last year of the May money?

It's either this year or next year. But I told Cary a year or two ago, "You need to be working on your own relationship with Dixie, because she could come back to you." And Cary has gotten another \$500,000 from her for the academic center, so, again, your first gift is not your last.

Then there was a whole lot going on with the Nevada legislature over a couple of sessions.

It was two sessions. Patty Sheehan went down with us to the legislative session in 1997. She was on our Pack PAWS board and obviously very supportive; she wanted to play golf here, and there was no golf program. We got \$300,000 a year for those two biennia, so that was \$1.2 million infused into the budget. I'm not exactly sure where that money went. It might have just gone into the overall budget; I don't think they restricted it to anything.

Except it was supposed to address Title IX issues.

Women, yes. The female legislators that went to bat for us—that was the way it was presented,

"We as a state legislature have to be at the front end of this thing. We have to be proactive. We have to show that this is a priority, and it is a concern, and we are going to put our money out there and address it."

My understanding is that Patty Sheehan was here for a year and then went to San Jose.

Yes, she did, so she always had a soft spot for this place, and she was very supportive of us. Angie said, "If you can go articulate from your perspective how important this is, I think it would be really helpful," and she went down there, and she was primo; they loved it. We were in the senate finance committee, and she had her books all signed and passed them out. As far as they were concerned, they had a celebrity in their midst, and Patty told great stories and gave great examples.

Epecially, as someone who is a big celebrity who ended up not going to UNR because of the lack of women's sports.

That's right, exactly. When I think about it, we couldn't have planned it, really. We just seized the moment and made the most out of it, and we happened to be where we needed to be.

Can you talk a little bit about what you did for that next legislative session? I think Val Cooke was involved with that.

Yes. It wasn't like the one before. To tell you the truth, it was done more at the lobbying level for Joe Crowley to get it in the budget. I think we did have another Girls and Women in Sports Day down there, but we didn't go to the committees again.

So the first group of 500 or 600 school girls—was that when Patty was there?

We had two different days; we had the little rally situation, and that was separate from when Patty went down for the committee hearing. Val would probably know that better, because she was

really intimately involved in that. She coordinated stuff with the school district, and there were buses of kids down there, and we got stuff donated for lunch. The kids wore their school uniforms if they wanted to, their athletic uniform for whatever sport they played. It was a lot of work, but Val had decided she wanted those kids there. Her husband, Jamie Felton, is the athletic director out at Reed High School, and I think he may have helped her at that point access school district stuff.

But that was another good show for the legislature.

I think they got the package. They saw the whole thing, that it starts with these little girls having a dream and realizing that it's possible to go play basketball or volleyball or swim or dive or whatever, if the opportunities are there, but if we don't provide the opportunities with adequate facilities and good coaches, it's not going to happen.

I think that it just was a coalescing of things. It was the university itself recognizing they needed to raise money to take us to the next level. As money started coming in, I think Angie started thinking, "Maybe I can raise some money," and I just happened to be that person who was enthusiastic enough. I could see the writing on the wall. I mean, I got that, and it's just bringing all those people together. God had a plan, I guess, because I don't think anybody here really had that vision. How could you?

I didn't realize how big it was when I was in it, but about a year or maybe six months after we got that first gift from the May Foundation, I just saw how much money we needed. A million dollars was a lot of money, but it wasn't what we needed. In my mind it was, "Well, God, one down, three to go."

I went to an NCAA meeting with Angie, and I was sitting in a little breakout group. I was pretty new on the job, and I couldn't talk sports like all these people could—that wasn't what I was good at—so I would sit in these meetings quietly and just listen, because I figured, "I've got a lot to learn here. What do I know?" It wasn't even a training; it was just people sharing. Everybody went around,

introduced themselves, and told what they did. I just mentioned that I had started this job and had not been an athlete and that I wasn't really a professional fundraiser, but that we'd just gotten a million-dollar gift from a statewide foundation that everybody was pretty shocked at.

The people in that group said, "You got *how* much?"

I said, "A million dollars."

"You're kidding!"

This was a national meeting. I thought to myself that this is bigger than I thought. Angie told me later that people started calling her, "You got a million dollars for scholarships? How did you do that?" The Athletics Department had never had a gift from a foundation. That was the first.

Of course, Chris Ault's comment to me was, "You girls got lucky."

I said, "Chris, yes, there was a certain amount of luck, but we do deals like you do. We just don't do them quite the same way; we have our way of doing deals. They just have to come about a little differently."

We had that realization that, "Whoa, this is bigger than any of us," and we thought, "We have to manage it now." And here we are still managing it. [laughter]

When we met before briefly, we talked a little bit about the awards that have been given to the university the last two years based on the Gender Equity Scorecard, the Kennedy Index. Do you want to talk about that a little bit?

First of all, I think it is perceived nationally to have great significance. It's probably the only thing in the area of Title IX where any kind of background research has been done, or somebody's really taken a look at compliance and just how good is it. Charles Kennedy is the only one at this point who's done an analysis of all of the EADA stats that every athletic department sends in to the NCAA. They've just analyzed the stats that we sent in, and it's a relative thing. Compared to everybody else, we're at the top of the heap. We all still have a long way to go, and people like Val Cooke, Vicky Mendoza, Joan Wright, and even

Cissy Rosenauer—attorneys who really know what we need to be doing—they're not impressed, because they know we still have a long way to go. It's a good thing that we are making progress, and it's a good thing to be acknowledged as making progress, but if you look at the number of schools across the country who really are in compliance, it's precious few. When Mark Fox makes \$450,000 and Kim Gervasoni makes probably \$125,000, I don't know. Still, she's into six figures, but not even talking about it much, so that makes me wonder. I say we're not in the business of educating student-athletes; it's entertainment.

Cary Groth is doing a great job, and our softball facility looks just great. The acquisition of that Manogue property over there was another interesting thing, by the way. I was lucky enough to be on the steering committee to raise the money for the university to acquire that land. I had kids that went to Manogue, and I worked here in women's sports, and they had decided that that land would help us with our Title IX compliance issues in terms of track and softball fields, and soccer. Actually, we didn't end up using it for soccer, but that was originally what we talked about. It was an interesting agreement that the university got into with the diocese, helping them raise enough money to build a school, so that we then could get that property. The May Foundation, among a lot of others, supported that, as well. I sat in there when the softball team had their opening game, and I thought, "Jeez, it only took ten years." [laughter]

My understanding is that that whole process started when Joe Crowley was still president.

Yes, I think it was 1998, and the first school year out at Manogue was either 2004 or 2005, so it was seven or eight years. It had been going on even before that, but they somehow struck this deal, which made the magazine articles, because it was very unique to have a public-private partnership like that.

And there were state funds and private funds for that?

Yes, there were some state funds, and I want to say some of that money from the tobacco settlement. Joe earmarked some of it for women's athletic facilities, but we didn't have any place to build them. It's all kind of murky. You'd probably have to talk to Jim Kidder or somebody like that who actually knows where the money came from and where it went. The money moved from one pile to another over time, and there was always talk about where it went; it was complex.

One of the things you just mentioned that I'd wanted to get to was the concept of athletics as entertainment, I mean, differing philosophies about the student-athlete. Do you want to share your views on that a little bit?

It's not what it was, and I'm not sure that women's sports will ever be entertainment the way we're seeing it in men's basketball and football, in particular. Those of us in women's sports, when we would talk about it, always had the philosophy and the mentality that female student-athletes are not going to professional sports. They are going to life.

So it wasn't a feeder system.

No. This education is very important to these young women, because it's their ticket to the life that they're going to have, and I personally think that that's what the people I dealt with bought into when I was raising money.

It was their college education that was going to give them something to grow on, as opposed to the experience they got in sports.

Yes. We were not training these young women to play in the WNBA. That's not what this was about, and I think that's still true. Our graduation rates in the women's program were always better, and that was a selling point. Actually, they were better than the university stats, so I could always harken back to that. Even now, I think that's still true. There are the Cheryl Swopes and the people who go to the WNBA who may parlay their athletic experience into something. You could become a

Julie Foudy, or you could become somebody who plays on an Olympic team, or you could become a sportscaster, but it's not necessarily that you're going to play sports as a woman. So, I think we are very different in that sense.

I was always very proud of the fact that our coaches took that responsibility very seriously. The women's coaches—if their girls were not doing well, that was a problem. Angie got the Bremer Study Center, and up to that point academics was not the priority that it is now. Of course, the NCAA is becoming less tolerant of poor graduation rates. They really talk about it now.

I think that's one of the issues in NCAA accreditation or certification.

Yes, it is, and Nevada is getting better.

I had spoken with Pat Hixson earlier, and one of the things she had said was that the women's softball team always had a really high GPA, and that made it easier for her to recruit, because a lot of times if the girls couldn't get athletic scholarships, they could get academic scholarships, which isn't something that you hear often. I think that's something Nevada has always had going for it, especially with the women's sports.

Yes, and what's happening now in sports is not what I signed up for, and there's a part of me that's somewhat disappointed by that. To me, women's sports was about getting a degree, and that's what I personally could support and why I could get involved in this. Men's sports—we don't push that now. We're pushing a lot of other things that I personally have issue with, and in the long run, it's not going to be good. This is an academic place, I think, a place to become educated.

Sports obviously plays a huge role. My son applied to Northwestern the year following the year they played in the Rose Bowl, and they had six-fold applications to that university after that football team played in the Rose Bowl, which made his getting in even more difficult, but the bottom line is that President Glick has to pay

attention to that. Every university president is concerned about admissions and number of applicants, but we've lost the focus of educating a person, and it's bothersome. I'm wondering if they're going to be able to continue to raise money at this level, because the numbers are staggering.

When the AIAW basically got absorbed into the NCAA, there was some debate about that, because a lot of the women involved at the time didn't think that women's sports should be going the way of the men's sports model. Do you think this is one of the things they were afraid of, or do you think that this isn't something that even they could have foreseen twenty-five years ago?

That's hard to say, but I think those women were fighters by nature; they had to be fighters. We had a strategic planning meeting for Pack PAWS last spring, and a number of the women in that group had been with me. There were some people that have been after the fact who don't know what the fight was, and I've seen a little of it right now. Cary wants to absorb our group, Pack PAWS, into the athletic association, the AAUN. Her vision is that we will all be one, and there's this corps of women who are saying, "No, we don't want to do that, because what we bring to the table is our perseverance, our persistence, and our watchdog mentality, and if we let ourselves get sucked in, we're going to stop doing what we need to continue." Like I said, we've still got a long way to go; we need to keep doing this. I think maybe in their own way they're articulating the same thing, that once you let your guard down, once you let yourself get lulled into thinking this is a good thing, you stop the energy and the focus of moving forward.

I'm sure they may not have been thinking money as much as they were just thinking progress, "Oh, we've become part of the NCAA. Whoo-hoo!" So what? Is that a good thing? Does that mean we're still going to be making progress? Is that going to ensure something that we can't otherwise get? I don't know; time will tell. But there are a lot of people who've been in the fight, and of course, the people who are coming up don't know what it's taken.

Let's talk a little bit about Pack PAWS, since we've gotten back to that. You just recently finished a term as president.

I came full circle; I started it, and then I got to be president. [laughter]

What was the main purpose of Pack PAWS, as you saw it?

I saw it as basically twofold: we needed to develop a public community awareness for women's sports, and we needed help doing that; there wasn't a lot of it. I think when you bring community-minded people into something like this that needs an infusion of not just dollars but people who can articulate the vision—it's so important to have people like Ada and Angie who had a vision for their programs and could articulate it and share that with people like Lynn Atcheson, Sue Wagner, Jan Evans, and Bernice Mathews, who could go out and talk about how important this is. Those were very articulate, well-placed, credible, powerful women who recognized the role sports was going to play in the advancement of women. If you go down and look at the list of people that we recruited, that list was a commentary on their awareness of how important this is.

Over the last ten years I've wanted more men, because I think we need that. It can't just be women fighting for whatever. John Frankovich, who has two daughters and is himself an avid sports fan and a very good athlete, has been in that arena with us fighting and being supportive; Rich Rose is another one. These are men who recognize how important it is. These men are having daughters, and they want their daughters to have that chance.

How do you think the mission has evolved over time?

I think we're in a huge transition right as we speak. We accomplished a lot in a relatively short period of time; we brought community awareness, public awareness, governmental awareness to the

importance of this. We don't have a negative focus now; the focus is going from what we don't have to, "OK, we now have good programs. We've got coaches, and we're playing in decent facilities, and they've got decent budgets—what are we going to do now?"

You're not having to push against part of the system.

No, the system is not resisting like it was ten, fifteen years ago. In fact, in some instances, the system is working with us. This strategic planning group that Pack PAWS put together—a lot of these women see us continuing to be a watchdog, but, even more, evolving into how we can be mentors to these student-athletes. How can we take accomplished women who are, say, involved on our board and shadow and mentor these young women?

Actually, Val Cooke articulated it. She says, "I want interaction with these students, because they're going to something else. They need to interface with women they can admire, or they can emulate, or they can follow, and I'm willing to kick the door open for some of them."

I think in the next ten years we're still going to need money; we're still going to need watchdogs; we're still going to need people who keep athletic directors' and university presidents' feet to the fire. Don't get complacent, because we can slip back real fast—it's real easy. And it isn't men, women in football. It's just not, and yet I still see that argument, that conversation. We could have football teams with sixty guys on it and still field offenses and defenses and special teams and have a men's track program here. These are all things that philosophically we're not ready to embrace. One of the last NCAA meetings I went to, they were having discussions about the lack of interest in football and how are we going to boost that.

Things are changing not just on our front, but I think they're changing on a lot of fronts. With all the scandals that have occurred in professional sports in the last six months, these referees, the Michael Vick thing and Barry Bonds, you start looking at the arrogance. It's going to have a trickle down, and it could be good for college

sports, because if everybody is looking at these professional athletes who seem to have these places of honor and reverence and make these obscene amounts of money doing these obscene things, we can keep college athletics as clean as we can. Don't you relate more to college athletics than you do to these guys in professional sports? I mean, they're more likely to be like you and me. I'm going to be watching it; I think it's a matter of time. Hopefully, we'll get away from the money thing and get back into the spirit of sport.

One of the other chroniclers mentioned that they have a lot of older people coming to the women's games because both the men and the women say that it's sports the way it used to be when they were growing up. And it's not just a commentary on the level of play or anything. I think it has more to do with the ideals surrounding it.

It's family friendly, yes. I've watched a lot of sports recently, but somebody commented on the fact that sports is a metaphor on life, or it used to be. That was why we loved to see the team that wasn't supposed to win win, because sometimes it happens, and we all need that hope. I think what we're seeing now with the drugs and all this bad behavior—God, let's hope that's not a metaphor on life.

So, we have this inconsistency evolving right now that is somewhat disturbing, because we've always believed sports was a metaphor on life, even those of us like me that weren't watching the box scores. I couldn't tell you stats, but I could tell you about some of these para-Olympians who go out there and give it their best. My friend said to me the other day, "Why do we have to become a quadriplegic or a paraplegic before we develop this desire to be good and win?" This person was talking about a guy in a wheelchair, an Olympian, and I thought, "We want to package life. We want it to be just something that's manageable." Sports was a vehicle to do that. There was a winner and a loser, and there was hard work in between and a coach that cared. If there's a God in the world, hey, it's got to be here, because all the things are in place. I think what's happened, especially in

the last six months, is that nothing's what it seems anymore in a lot of arenas.

I think there's something to be said for it, and I'm Pollyanna. I said to my husband last night, "There are moments now where I really realize how true is the comment, 'Ignorance is bliss,' when you're young, and you're so full of optimism, and you're so full of hope. You get older, and life beats you up a little bit." Sports didn't fall into that category. It didn't use to, and now it does; people just *cheat*. Wait a minute, that's not supposed to happen. Then *referees* cheating! And this guy even says that he's not the only one. I'm hoping the pendulum is going to swing back.

Are there any topics we haven't touched on that you wanted to discuss at this point or any closing comments beyond what we were just discussing?

No, but it was funny when I told my son today that I was coming in here; he said, "Really? Well, you were there, Mom, when all the big stuff started happening."

I thought, "Until this last week, I'd never really thought about that." When you're in the fight, you don't see what's happened; you just see what's right in front of you. You're worrying about your front and your back, and when it's all over, and you look back, you say, "I was privileged to be part of that, and I didn't even know it."

Those of us who were in the trenches were trying to effect change and do it with dignity and respect for ourselves for the right reasons. I used to say, "Angie, we're going to be OK, because what we're doing is just. It's just, and it's right, and as long as we keep that focus, it'll be fine."

Now, I'm looking back ten years saying, "You know, it's true." It was a just cause, and I would philosophically say, "When it's a just cause, you will prevail." It may not be the way you think you're going to prevail, and maybe that's where all the question marks are.

A friend of mine said to me the other day, "We don't get to write the plan." In this case we didn't get to write the plan. We had a lot of opportunities, and we seized the ones that we saw, and we were paying attention. I think maybe that's why it worked.

I would also acknowledge all of those women who were in leadership positions before Angie came on board—I'm sure she addressed it, because she's more familiar with them than I am—but the people who put things in place bit by bit, so that when *we* got there we had something. Now, those coming after us, I hope, pay attention to what's happened the generation before them, because if they don't, they're destined to repeat what they don't want to repeat. I think there's a lot to be said for this notion of watchdogging, because nobody's going to care about it the way we care about it—nobody. Women are pretty good about caring about things if they are conscious.

VICTORIA MENDOZA

Victoria Mendoza: I was born in Chicago in 1948. I am the oldest of five children, four girls and one boy. The boy is the youngest. My mother was a homemaker, and my father was an attorney. I was born when my father was in the army in Chicago.

My father grew up in Las Vegas and, prior to going into the army, had received a scholarship to the University of Notre Dame to play football in the 1940s. His football career ended with an injury, and he went into the army. He met my mother, and I was born in Chicago. Immediately after I was born, he went back to Notre Dame on the GI Bill. He went into law school, even though he hadn't finished his undergraduate work, because he had done well enough on his undergraduate work and challenged that. He ended up going to law school there and did very well, then went back to Las Vegas.

He had a very successful career in local politics, because he was very well known as a local hero as a football player. [laughter] He came from a very poor background. One of the reasons I got so involved in Title IX is that, from my family, I saw the value of being able to have an athletic scholarship, of being able to go from the poorest of the poor. I saw what it can do to you, if you are given the opportunity to have an athletic scholarship, and how that benefited him.

As I was growing up I was also very athletic, but I grew up in pre-Title-IX times, and I didn't have those opportunities. When it came time for me to go to college, even though I was a star, there were no opportunities to go to college on an athletic scholarship. I went to University of San Francisco as an undergraduate, which was a basketball school. I played basketball in high school, and I remember going over there just to shoot around baskets, and the place was filled with guys. I went in there, and I was the only woman in the gym. Some guy comes over to me, and he said, "You're really brave to be here." [laughter] So that was kind of the times that I grew up in, and that's what influenced me in this issue.

Allison Tracy: Where did you grow up?

I grew up in Las Vegas. I went to Catholic schools. I did Brownies, Girl Scouts—those kinds of things. In the fifth or sixth grade, there was a nun who, in full habit, coached us in volleyball. [laughter] Las Vegas wasn't all that big then, but they had a city program. Nothing sponsored by the schools, but it was a city recreation program where all the other elementary schools and junior high schools had teams. We played in that, and we were the champions, which is pretty good for



Victoria Mendoza, ca. 2000

a little Catholic school coached by a nun in her habit. [laughter]

We also had basketball; we played those stupid rules where you play six players—three players on one side, three players on the other side. That's how we played in junior high school. We played other junior high schools—this was in the seventh and the eighth grade—and I don't think we did as well. We weren't in the championships or anything.

I was on teams in high school. I was on the basketball team; I was on the softball team; and I was on the volleyball team. Again, it was nothing organized by the schools; it was organized by the recreation department. When I was in the ninth grade, we won the championship. In my tenth and eleventh grades, sophomore and junior year, we couldn't get anybody to coach us. The PE teacher wouldn't coach us; no parent would coach us. So, we didn't get to play, even though we were the champions. People in my class were very, very upset about that. We finally, by our senior year, we talked the chemistry teacher into being our

coach. [laughter] We went back, and we won the championship again.

Where did you go to high school?

Bishop Gorman High School. I was also involved in student government; I was president of my class in the eighth grade, which was unheard of, to have a girl as president. When I went to high school we had cheerleaders, and we had a dance team. In Las Vegas they called them drill teams, but my mother called them junior showgirls. Several of the high schools had them. We competed all over the country and we traveled around. I was the valedictorian of my class. I was on the honor roll.

Out of elementary school I had a scholarship to go to the high school. I graduated in 1967, and out of high school I had an academic scholarship to go to the University of San Francisco. Well, I had several academic scholarships, but that's the place I ended up going. I ended up putting myself through all of my higher education, because I had a father who thought it was worthless to educate women. I happened to be the oldest. As it went down to my sisters, he ended up starting to pay more and realizing that it was important for women to be educated. I had to be the first one, and he was not too interested in paying for me to go to school. [laughter] That was also a problem, because I knew that I was a good athlete, and that if I had been a boy, I would have had an athletic scholarship. That also made me really mad.

You were competing in high school well before Title IX had been enacted.

Yes. In fact, when I went to college at USF, there were no women's teams on a college level.

Do you remember any kind of club sports or intramurals?

What we had was Powder Puff sports. [laughter] We had Powder Puff football, because we had dorms, and each dorm had a team. At that time, USF had a football team, so the football

players coached us. We had some big games, and we played with other women's colleges. There was another women's college that was close to us called Lone Mountain; we played with them. It was really something that was organized by the students themselves. Nothing by the school, no NCAA stuff, nothing like that. We also did that with basketball. They made a really big deal about the on-campus teams with the dorms. I got the trophy for MVP (Most Valuable Player) of Defense. I played defensive end, and I intercepted passes and took them back. [laughter]

I'm assuming that was touch or flag football? You weren't actually tackling each other?

No, we had flags.

Did people think it was funny for girls to be involved in those club teams in high school?

You know, you hear that. There was also another group called GAA, which was Girls' Athletic Association. The sports that we played with the other schools weren't an offshoot of GAA. Those people who went to GAA were thought to be geeky. [laughter] There was this whole other group of athletes that were "better than them". I hate to say, "better than." We would have been the varsity athletes, so even then, you didn't make fun of those people.

So there was still some legitimacy to what you were doing?

Yes. When we won the championship it was announced over the PA announcements, and they made a big deal of it at school. Another thing was, that I was so involved in doing other things for me, in a school where I was such a high profile student, no one really said anything to me. Whereas the people that did GAA, they did. There was this whole hierarchy going on. Because I did all those other things, they kind of ignored that part.

Even though the high school wasn't sponsoring this team, were you still representing Bishop Gorman?

Yes. It was a very weird deal, because it was all the high schools. It was Basic, Boulder City, Western, Valley, and Clark. All the high schools that existed then had teams. We played volleyball, and we played softball. It was the same kind of deal all the high schools had. You were called the "varsity person."

Did you have to pay, or did your parents have to pay, for you to be involved in this?

I don't really remember that. I'm sure there were fees, and I don't know whether the school paid the fees, or the parents paid the fees. I don't really remember that. As far as uniforms went, we wore dark shorts and white blouses. [laughter] We didn't have anything that was printed. And then we had those things called pinnies [a type of pull-over vest, usually worn over other clothing].

One team wore the pinnies, and one team didn't. That was the extent of our uniforms, so we really didn't have any big backing from parents. Parents hardly ever came to the games. No parents were down there saying, "My daughter has to play!" You could barely get the parents to take them to the games.

We did practice a lot. We did have to fight with the boys to get the gym, and we got the bad hours at the gym. We were there Saturday and Sunday at six o'clock in the morning, and then usually I had to go immediately to drill team practice, or something else. [laughter] My time was pretty well taken up.

Was the drill team something that the high school actually sponsored, or was it the same sort of situation as basketball?

We were on the same level as the cheerleaders. We performed all over town. We did openings for buildings. We traveled to California. We performed at half time at colleges. We had about twenty uniforms. We had all these various uniforms to wear for various occasions. We had Christmas outfits. Mostly it was the colors of the team of the school, but we had velvet outfits and aqua things, things with sparklies and sequins. [laughter]

It sounds like a lot of time and energy went in to these drill team outfits.

Yes, and a lot of practice—we practiced every day. There was a dance teacher in Las Vegas that was, I guess, hired by the school, and I don't know whether she donated her time or what. In those days, they did that kind of stuff. There was another team at Las Vegas High School that was called the Rhythmettes; we were the Precisionaires. The Rhythmettes were very, very well known. They went to New York City, and they were always in the newspaper. Miss [Evelyn] Stuckey was their person. That was our competition, the Rhythmettes.

This drill team would have been more in the idea of a dance team. One time we did something at the half-time at a Cal game in Berkeley. We had these little short skirts on, and the mascot goes down the line—we're in this big, long line kicking and stuff—he goes down the line and pulls everybody's skirt up. We were not real happy about that, so after we ended the thing, we got together, and we tackled him and pulled his head off. He had one of those big heads, and apparently you're not supposed to do that. There is a secret group of people who are the mascots at Cal! [laughter] We got in big trouble for doing that, so we wrote him back a nasty letter and said, "This is what he did to us." The university wrote us back a letter and apologized.

Is there anything else that you remember about athletics or your involvement in high school, or any kind of anecdotes from that time?

The other thing is about the rules that we played. When I was in junior high school we played the six person team with three players on each side—you had offensive players and defensive players, and you couldn't cross the line. By the time I got to high school it was still six players, but you had one offensive player who could play the whole court—it was called a roving offensive player—and you had a roving defensive player. You still had six players, but one person could play the whole thing. In junior high school

you could only bounce the ball three times, and then you had to pass.

Then, when we got to high school we had unlimited dribble, and we had those two players who could play the whole court. Because I was tall and could jump, I was usually the rebounder. So I was a defensive player; I played under the basket. I didn't have that great of a shot, but my job was to prevent shots and to get the rebounds, and I was pretty good at that. I was the queen of defense; that's what they called me. [laughter] My best friend was the queen of offense, and she played the opposite—she made the baskets. Her name was Trish, and she's still, to this day, one of my best friends. She lives in Las Vegas. We play golf together; we went through a point where we played tennis all the time, and now we play golf.

You mentioned that in college there were the Powder Puff teams. What different sports were there for the Powder Puff?

It was whatever the students could organize and wanted to play, if we could find enough people to play. In college we played the Powder Puff thing. The football players sort of organized that. They thought it would be cute, and they wanted to coach. At USF the basketball players were in another stratosphere, so we didn't really see them much.

It was a co-ed school, so there were guys who had played basketball in high school, but weren't good enough to play in college, so they organized us. We played with them, and they coached us. I dated one of those guys; he was my boyfriend. One of the reasons I really liked him was that he was so accepting of the fact I could play well. We would go out and play pick-up games, and he would include me. Just by him including me on his team, it made me accepted by the other guys. A lot of times, I was the only one out there—the only woman out there playing.

After I graduated from USF I took a year off and traveled for a while with some of my friends. When I came back, I started teaching in high school. I had an opportunity to go to Alaska with the Jesuit Volunteer Corps. USF is a Jesuit

school, and at that time they were recruiting their students to be teachers at their high schools, because they didn't have enough priests. There was part of Alaska that they had as a mission. Certain religious groups had divided Alaska into parts. The Catholics had a certain part of Alaska where they had missions, and they had developed high schools.

In Alaska, in the Bush, the state didn't provide any education—there were no high schools, no elementary schools. The only things that were available were what they called BIA schools, Bureau of Indian Affairs, in the Bush. Those kids went to school until the sixth grade with BIA schools. If they wanted to go to high school, they had to leave their village and go to this place called Wrangell, which was way down in the south of Alaska. A lot of them didn't want to do that, so a lot of the Native Americans, or Eskimos, up there only had a sixth grade education.

Then the Catholics came in, and the Jesuits are big on education, so they started to have mission schools. There was a school called Saint Mary's, which was a junior high school, a boarding school, and a high school. I went there to teach math. I majored in math at USF, but on my resume they saw that I played basketball in high school, so they made me the PE teacher, because they didn't have anybody else! [laughter]

The Eskimos loved to play basketball, absolutely loved basketball, and needed a basketball coach, so I was the girls' basketball coach. I coached the junior high school and the high school girls. It was really fun. It turned out to be a real highlight of my life. I didn't really know anything about coaching, and by the time I had gotten to that high school the rules had changed. It was unlimited dribbling. It was five players, and it was all different from what I had played, so I was reading my books. (I ordered all these books on coaching!) [laughter]

By this time in my life I had gotten into running a lot. These kids had been playing full-court basketball since they could walk. A lot of them had played together, so they all knew what everybody was doing. The only thing I felt I could really help them with was getting their stamina up

so they could last the whole game. I made them run, and they hated me for it, but it paid off.

By the time we got up there, there had been a big lawsuit, and the state had started to build some high schools. Not village high schools—they were still boarding schools. Ninety miles away was a town called Bethel. Saint Mary's is ninety miles north of Bethel, on the Yukon, 100 miles from the mouth of the Yukon, and 750 miles northwest of Anchorage.

There are two big rivers that cross Alaska—the Kuskokwim and the Yukon. Bethel is at the mouth of the Kuskokwim, and Saint Mary's is close to the mouth of the Yukon. One of the big things was that Saint Mary's had an airport with a gravel runway, so it had jets once a week. The jets would bring the stuff in, and then they would disperse it out to the outlying areas, so we were big time. There were about 500 people there, and half of it was the boarding school.

They had developed this other high school in Bethel, so the kids now had a choice if they wanted to go to high school. They could go to Saint Mary's, or they could go to Bethel. Saint Mary's had had a long history, so there were families who had sent their kids to Saint Mary's for a long time. Bethel was kind of a newer place, but they had a basketball team. They had a junior high school basketball team, and they had a senior basketball team. They started this thing of playing Saint Mary's in Bethel, and it was *the* biggest deal in the village—in Bethel and in Saint Mary's—when those high school teams and junior high school teams played.

I had my kids pumped up. Bethel was coming over, and I had my kids really pumped up about that they were going to win. So, the superintendent of schools—I don't think we called him that. He wasn't the principal, but he was over the whole school. He called me into his office a couple days before the game was supposed to happen. He sits me down in his office, and he says, "Vickie, I want you to know, you're not going to win. I don't care what these kids are saying, you're not going to win."

And I said, "Why not? These kids are ready. They want to win. They're good."

He said, "Because you're a woman. The other team has a man for a coach."

I was just dumbfounded. [laughter] This guy was a priest, too, and he wasn't that old. I was about twenty-four at the time, and he might have been forty. I was like, "Oh yeah?" I can't remember what I said to him, but I walked out of there, and I thought, "They're [the Bethel team] not winning!"

So, sure enough, we got in the game, and the gym was packed. We got ahead. They had an electronic clock there, and I was looking at it thinking, "Hurry up! We're ahead!" [laughter] Sure enough, we won by about three points or something. The kids were so excited. They came over, put me up on their shoulders, and they took me around the gym and around the school. They were so excited!

After that, the guy wouldn't talk to me again. I couldn't believe it, but that's how things were. Women weren't supposed to know these things, and if you were in an athletic event, and there was a guy on the other side that was a coach, he was going to beat you. This was 1973 or 1974. I left in 1975.

I was there two years. We played both years, and we won. Then we had other things we did at the school, where the teachers played basketball. The teachers had a team, and we played the students. We did a lot of cross-country skiing, because that was the kind of recreation you could do in the middle of Alaska in the winter.

When did you get to law school?

I applied to law school when I was in Alaska in 1975. I did all my applications when I was in Alaska, and when I got the acceptance from Notre Dame I started screaming in the mail room. [laughter] One of the nuns came in, and she exclaims, "Who's here? The Pope?!"

Then one of the other nuns, after I got accepted to law school, came to me, and she said, "You know, you're really going to go far, because you got the mind of a man."

I thought to myself, "So what does that make you?"

I went to law school in 1975 and graduated in 1978. When I was at law school (because it was Notre Dame) the students had use of all the athletic facilities that were available to the athletes that were there. We all worried about what we were going to do when we left. We weren't going to have all this again! We had racquetball courts, squash courts, tennis courts, indoor tracks, outdoor tracks, indoor swimming pools, and outdoor swimming pools.

They did this other thing called Bookstore Basketball. Bookstore Basketball is right around March Madness. You can get five people together and join, and it's this huge tournament with about 256 teams from all over campus, but you can only have one varsity athlete on each team. It started because the outdoor basketball courts were by the bookstore, and everybody used to go over to the bookstore and play pick-up basketball. So they started this big tournament called Bookstore Basketball, and they still do it to this day.

I got together a team, and I think we only made it through the first round, because we were *law* students. [laughter] I think we played the faculty. We played the faculty of the law school, too.

Even the undergraduate women, when I was there at Notre Dame, had teams, but it was nothing like we have now. Title IX, I think, passed in 1978. I remember going to law school and going to a seminar in Madison, Wisconsin that was on Title IX. That's when I really got into understanding the issue and what the law was. It really piqued my interest then.

After I graduated, I took the bar. I studied for the bar in Las Vegas. At the time I got out of law school economic times were pretty bad. It was the late 1970s, and jobs were pretty scarce, but I did get a job. I interviewed in Reno because I wanted to come to Reno. At that time I was dating a guy who was in medical school here. We both were from Las Vegas, but we didn't want to go to Las Vegas. We wanted to come to Reno, so I got a job here. I worked for one of the judges as a law clerk. I went on to work for the Nevada Supreme Court for a couple years. I took another year

off and rode my bicycle around Europe. Then I moved to California for a while, because he was there doing a residency. Then we broke up, and I moved back to Reno. I started in private practice and did commercial litigation for a while at a big firm. Then I went to a smaller firm and did divorce work. Now I am on my own. I do mostly family law.

As far as my athletic stuff—after I got out of law school—it was the time that the running boom had started, and everybody was running. Living in Reno, they had all of these organized running groups and races, so I started doing that. A lot of lawyers were running, so a lot of my friends were running. We started running marathons. I’ve run eleven marathons, I’ve done several triathlons and many half marathons. I also ride my bike. I do long distance bicycle riding—one hundred mile rides, fifty mile rides—whatever is out there. I got frustrated with the skiing, because I could only ski on the weekends, and I hated waiting in lines, so I don’t do that anymore. [laughter] Plus, it’s expensive. I do a little snowshoeing now, because it’s free, and no there’s lines. You can get out there and get the exercise. I’ve remained really athletic.

When did you first become involved with Pack PAWS?

Not only did I do marathons, but I did them in those charity things. I did Team In Training with the Leukemia Society. On the first one I was training and running with the lady who owns the BMW place, Sandy. She lived in my neighborhood, and I was trying to find people to train with, and she was willing to get up at five o’clock in the morning and go running. [laughter] I knew nothing about Pack PAWS then, other than that *she* was in Pack PAWS. So she started talking about this, and, lo and behold, I starting getting telephone calls asking, “Do you want to be on the board? Do you want to do this? Do you want to do that?” It was about 1996, and then I found out that Valerie Cooke—who is another lawyer and a friend of mine—was also in Pack PAWS.

I did the Walt Disney World Marathon in 1997. With that Team In Training I did the marathon with them and raised ten thousand dollars. I did a hundred-mile bike ride around Lake Tahoe and raised ten thousand dollars, and I did a triathlon in the ocean—in Pacific Grove—and raised ten thousand dollars. It turned out to be just a great thing to do.

Were you at all involved with the Northern Nevada Women Lawyers Association?

Yes. I’ve been a member, and I’ve been an officer. In fact, I was the president in the year 2000. I didn’t go to this one meeting, but I remember hearing about it. I don’t know who got it started, but somehow there was a meeting with Joe Crowley, and I think Patricia Lynch, Valerie Cooke, and then some other women lawyers went. They were asking him about Title IX. I think Frankie Sue Del Papa was bringing it up, because they were looking at whether UNR was in compliance with Title IX. So they went to talk to Joe about why there were so many more male athletes than women athletes and what that was about. I remember them coming back from the meeting and talking about it. Patricia Lynch was just blown away by the fact that there were 120 football players, and she asked Joe Crowley why you needed 120 football players when you only played with eleven at a time. I don’t know whether he gave a very good answer. I remember hearing those numbers and how skewed it was, and how expensive football costs.

From Pack PAWS, that kind of started a conversation in Women Lawyers that we started getting a committee together that was called “Gender Equity.” That committee also had ties to Pack PAWS. It ended up being Valerie, me, and Joan, and some other people, but we were the principal people. We ended up going to the legislature, having meetings with Joe Crowley about whether Nevada was in compliance, and why weren’t we, and what did we need to do about it?

When you first joined Pack PAWS, what did you see as its main purpose?

Promoting women's athletics.

Did you do any sort of fundraising at that point?

Yes. I think they had already started the Salute to Champions, which is the dinner. I remember the first one was Jackie Joyner. They were having celebrated women athletes come, and Jackie Joyner was the first one. I didn't go to that one, but I remember she was the first one. I remember reading about it in the paper. I don't think I was on the board then.

Did you see Title IX as a civil rights issue?

Yes. Because I, as a lawyer, know that it comes out of the Civil Rights Act. It's just an attachment. Title IX is the Ninth Title of the Civil Rights Act. I know that gender is, by the law, a protected class. It's just like race. What that means legally is that there can't be any laws that impact that particular group in an adverse way. The law looks at gender and race the same.

As a lawyer, how do you understand Title IX?

The way I look at Title IX is that has to do with education. What's come up is that education was impacting gender adversely in the United States. Going back to my past, I know that if you get that opportunity in education your life will change hugely. Women weren't getting that opportunity in education, and it didn't necessarily have to do with sports. It had to do with graduate schools, and it had to do with getting in undergraduate programs.

Before Title IX schools had quotas for how many women they would let in. It didn't matter whether the women had higher grade point averages or SAT scores than the guys. They would say, "30 percent," and that was it. The schools were getting really cream-of-the-crop women and just mediocre guys. You would *get* good guys in, but a lot of mediocre guys, too. The mediocre women were left out in the pasture—especially in graduate schools.

Notre Dame's not a very big law school, with about 500 students total, so each class had maybe 150 students at that time. There were about *ten* women in the class ahead of us. They were like Fulbright scholars—people that had really done something before they had gone to law school. They weren't undergraduates with accounting degrees. [laughter]

When I got there, they were changing the deans. The dean who was leaving, as his last wish, wanted to implement more women into the class. This was right when Title IX was being argued, so he wanted to have more women in the law school class. We were the first class that had 30 percent women—we didn't even have 50 percent. It was 30 percent women in my law school class, which was a huge deal, and some of the professors didn't like it.

This was before laptop computers, and not everybody typed, so you still hand wrote out your finals. We were told as women to disguise our handwriting, because these guys were going to mark you down if they thought you were a woman. Lo and behold, the grades came out. There was a class that I took where I was so happy to have a "C". Now I hardly ever got a "C" in my life, but I was so happy to get this "C", because the guy flunked half the class! He gave them an "F" because he was trying to filter out the women. [laughter]

What Title IX did, as far as education goes, was make all the educational entities look at how they were discriminating by gender. Medical schools started admitting more women, law schools started admitting more women, and graduate programs started admitting more women. If you go back and look at the statistics of professional women coming into the professions, you see a huge boom around 1978. You can see it if you go back and look at women admitted to the bar in Nevada. I'm one of the first 100 women admitted to the bar in Nevada.

There was a big celebration about the first 100 women, and I was one of them! So was Joan, and so was Valerie. Out of the thousands of lawyers who have been in the state of Nevada, we were in

the first 100 women. If you look at the statistics, you look at the admissions of women to the bar after about the late 1970s, there is a huge increase. Before the 1970s, there were, maybe, twenty.

That is where Title IX, if you go back and look, had a huge impact on education. For some reason, academics were more accepting. "OK, this is the law. We were discriminating against women, but we're going to let them in. If they can do the work, we'll let them in." It was an easier hurdle, but sports has not been as accepting.

Do you think with academics versus sports, the infrastructure needed to educate 500 students was already there, and they didn't need to build more facilities or hire more teachers to accommodate the women. But in athletics, it was just for 100 men, so the infrastructure couldn't accommodate more athletes?

I think the athletes were there, but the physical facilities weren't there. You either had to convert what you used for men, and you had to share—which these guys weren't used to sharing—with women. Another thing with athletics—I don't know whether this is so true, but this is what people think—athletics make money for schools. Men's athletics brings money in, and they bring in donors. The gate doesn't necessarily bring in money, but it pays for the sport to exist. You may not make a profit on that, but you get to be high profile—you get on TV. You get alumni coming back to the games, and you get them more excited about the university, so they might open up their pocketbooks and give you money.

So there is that whole issue of needing to keep the men's level where it is, because it represents money. Whereas women's sports haven't been around that long, and they don't particularly bring in money. Women's basketball is getting to the point where it pays for itself in some places, but not necessarily all places.

So, you are looking at either your high-profile men's sports supporting the women. That money, which in the old days might have gone to the university, now doesn't go to the university.

But Title IX also impacted high schools. High schools had to change all of their athletic systems. Now you are getting more athletes after high school who are better trained, and who are better able to participate and to compete in college. The whole high school thing hasn't been that big of a hullabaloo; it's just the college thing that has been. A lot of it is, if you go and look at the numbers, football. If you take out football, you can make the men's and the women's teams equal in terms of participation, but once you put football in there . . .

One, football costs a lot of money, and two, for some reason they have to have 120 players. You are tipping the scales to the guys. You're having to go over here to the women and rack up the sports that have lots of participants, like track, and then you count them three times, because they go indoor, outdoor, and cross-country (which isn't really fair, because you're not giving them three scholarships, but you're making them work three times as hard). Or you take on a sport like equestrian, which has a lot of participants, too, so you can match up on the participation level.

How do you remember recruiting members for Pack PAWS?

Just from the contacts that I had in the community. I belonged to a lot of groups, so I was on a lot of boards. People who were interested in the issue of ensuring that the women athletes got the same breaks as the guys. A lot of the women lawyers were interested, because it was an application of the law that they could see in everyday life, so we recruited from Northern Nevada Women Lawyers Association. I also belong to a service group called Soroptimists, and they were interested in that too, because they promote women's issues and are big into women's education.

What were some of the activities that you remember Pack PAWS putting on?

We used to do this thing where we raised money to pay for their rings. If the women had

made the conference championships we paid for the rings. We used to do a dinner for all of the women's sports, and Pack PAWS gave out the rings then, and every senior got a blanket monogrammed from Nevada. At that dinner, each of the sports got up and honored their most valuable players for the year. It turned out that the coaches and the teams didn't want to do that all together, they wanted to do it separately, so that kind of crumbled. [laughter] It was a great deal. It was fun, and the men were complaining, "Why don't we get one of those?"

Who provided the championship rings for the men?

I don't know. I would guess AAUN, but I'm not sure. A lot of things at Pack PAWS had stemmed from Angie Taylor, because she was the senior women's advisor. A part of Title IX made your top senior woman in the Athletics Department an important person, and she was that person. Coach Ault had given her all of the women's sports to handle, and so she knew what the women needed. She could see that they needed monetary help in these certain issues. She would come and say we needed certain things—we don't have any money to buy the rings, so she would go out and find a group to pay for the rings. That ended up being Pack PAWS. Then she organized the dinner, and the dinner paid for scholarships and extra things like the rings and blankets, so the women athletes had those things. I guess, apparently, before, they didn't.

Was Salute to Champions a solidifying event for Pack PAWS?

I guess. It was solidifying in that it brought more people. It brought the group together in a function that everybody had a little bit to do with, and it was successful.

About what time of year is Salute to Champions?

In the spring, about April.

How do you pick the speakers for the event?

That's always interesting every year, how we do that. Usually, there is a committee put together, and the people who do this kind of work—the speakers—they have agents and tapes. Usually, somebody in the group has some contact, and you get their tapes. You look at them and get information from where they have spoken at other groups. They contract with you, and they usually want a big price, like ten grand, twenty grand.

Sometimes we have problems like they commit, and then they *cancel* at the last minute. Something happens, and they can't do it. That happened the year that we ended up with Robin Roberts. She was a last minute replacement for somebody. She came because Angie knew her. The year we had Julie Foudy, the soccer player, she came because she knew the athletic director, so she got her. When we had Mary Lou Retton, she submitted a tape and got her agent in contact with us since there was no local contact for her. She came through that process.

Were any awards given out at Salute to Champions?

Yes, we give an award to an eighth-grade female athlete, an award to a community person who has done something for athletics in the community with kids with usually, girls—we try to go after girls, but it doesn't always happen that way. We used to do the Ruth Russell Award, which is the Senior Women's Athlete of the Year, and we used to give that award out at Salute to Champions. For some reason the coaches and the students decided it was better to give it at a different time. I think that person still comes, and we still talk about them, but we don't give the award out. They wanted to do it the same time they did it with the guys or something. I think there is an award for senior male athlete and there is an award for senior woman athlete. I think they wanted to do press releases at the same time. [This award is now given at the university's Honor the Best ceremony every May.]

What did Pack PAWS do in terms of lobbying?

We organized a Girls and Women in Sports Day, which has become a thing at the university



Jane Witter, Mary Lou Retton, and Dixie May at the Salute to Champions dinner, April 15, 1999.

for the girls to do. The first Girls and Women in Sports Day we got school buses from the Washoe County School District, and we had classes of girls who were involved in sports go down to the legislature and sit with various legislators on the floor. There is actually a national Girls and Women in Sports Day in February, I think. They were given proclamations, and they got to sit in the session and meet the legislators. After that little deal we had lunch, and the legislators came over and talked to them, and the kids could ask them questions. These girls were really involved in sports and going to college, and they wanted to see certain teams there that weren't there, like softball and soccer. The younger girls play those two sports a lot, and UNR didn't have those teams at the time.

One of the funniest incidents with that was this little girl who must have been in first grade.

They were all supposed to bring something representing their sport. A lot of them wore their uniforms, but she brought her jump rope, because that was her sport. [laughter] It was very, very cute and made everybody laugh.

The legislators were very attentive. They came over and answered all the questions. These kids were very serious. And because of the NCAA rules, they had to be under sixth grade, so we did the elementary schools. Because of the NCAA you can't have high school kids, and you are restricted by an age limit of who you can involve. We did that for two or three sessions.

Then we had the university female athletes come with them, too, and escort them. So they got to go with their favorite athlete. A couple of the athletes from each of the teams came with them, too. It was very well organized, and I think it made a big impact on the legislators. We even got a hold

of the people from UNLV, and they brought some UNLV athletes, but they didn't bring any little kids. Their athletic director, SWA [Senior Woman Administrator], and their athletes came.

What were the specific problems you tried to address with Pack PAWS?

More participation and more teams. We were trying to equal up the number of opportunities for women, so that the number of opportunities for men and the number for women would be equal. We could get more equality there. We were really looking at participation and at the particular sports that girls in this region played and were not represented at the university. We knew that we had competent or eligible athletes out there. They wanted to go to college, wanted to go to college *here*, and they wanted athletic scholarships. They saw their brothers and friends going, and they couldn't go.

While we worked on this there were three sports that got added: women's golf, soccer, and softball. That added fifty new scholarships that, once you get them on the budget line at the university, they don't go away. It was fifty new scholarships in perpetuity for girls, which were not there before. That is the big legacy that I think, when I was really involved in Pack PAWS, we did.

As the sports were added, did it go in that order of golf, soccer, softball?

Golf was added first. Then there was a debate about whether it should be soccer or softball. Soccer got added, because there are considerations regarding NCAA requirements. If you add a new sport the NCAA requires that you have to have the facilities within a certain time frame. The university felt that it was easier to get adequate facilities for soccer, because they knew they had the football field that would be adequate for them to play on (rather than having to build a new facility, because at the time they didn't have any room).

You have to have it equal for the men and women in equivalent sports. If the men were

playing golf on private courses, then the women could play golf on private courses, so golf was the easiest. Then soccer—because you have to look at the facilities issue—came on because I think they thought they could use the football field and have facilities there. Softball took longer, because they can't share the baseball field due to the difference in the lengths, the mound, and all that. Bringing softball on meant that the university was going to have to find facilities off campus, and within a certain period of time they were going to have to build a facility. So it cost more money.

When softball was added back on, did you see any special symbolism in that because it had been cut back in the 1980s?

Yes. I didn't really look at it that way, but I know people who did. I didn't grow up here, so I didn't really know all the politics that went on. I just wanted to get more opportunities for women. There is a group in town that was very upset that the softball team got cut and didn't want to give any more money to the university because they did that. They were very happy when they got the new field. I think that new field is significant, because it is really the first new facility after this big push for women that's kind of high class. It isn't playing at Idlewild field, it is actually on the campus.

What was the budget that Pack PAWS had to work with?

This came out of Angie Taylor saying, "We need some money to do these things." [laughter] She would figure out how much money she needed, and then she would say, "OK, this is your goal." We got so successful that Coach Ault started putting us on a budget line in the Athletics Department. We were the *only* donor group that was on the budget line that was forced by him to raise a certain amount of money every year. And he kept raising it! We started with about \$50,000, and then it got raised to \$60,000, and then I remember it was about \$100,000. I think now it is up to \$200,000. We are the only one that gets really pushed to have to raise that much.

See, AAUN has been around for so long that they are kind of their own little thing, and they do raise millions, but they're not on the budget line. It gets in there, but he always treated us a little bit different. I think the last budget I looked at they were raising about \$200,000. When I was really involved we were around \$100,000, and that was hard to raise.

What sort of things did that money go to?

Scholarships. Actually I think, practically, it went into the university athletic budget, but it meant that the Athletics Department didn't have to raise that extra money. It was always explained to us that it went for scholarships. [laughter] But it meant that they didn't have to raise it at the gate; they could rely on this \$100,000 coming in, and I don't know what they used it for. They could have used it for the coaches.

The other thing that was significant with the legislature—Joe Crowley was instrumental in doing this—was getting fee waivers for the athletes. These are my thoughts on it. It practically may not be this, but this is the way it was explained to me. The tuition is so much, and if the university excuses that for the athlete, then that means that the Athletics Department doesn't have to come up with that money out of their pocket.

It's not the dorm; it's not the eating and the sleeping stuff. I think it's the actual tuition. They got the legislature and the regents to agree that for athletes, that is what we're going to do. It was significant for the women, because it meant for those new sports coming on—I think somehow it was limited to the new things—that the Athletics Department didn't have to come up with that money to pay the bursar, or whoever takes the money for those fees.

What committees did Pack PAWS have, and what committee were you involved with the most?

There was gender equity, special events, and a coach's liaison committee. Those were the ones that I remember the most. There was a nominating committee and people dealing with

just the financial stuff of running the organization. I was involved with gender equity, and was then gender equity chair for a while. Special events was working on the Salute to Champions and the other fundraiser things. With the coaches liaison committee we were trying to meet with the women coaches and figure out what each one of them needed—the little things that we could help them out with. With volleyball, when they were improving the Virginia Street Gym she needed chairs, and she wanted to get nice chairs. She had a little thing going where you could get your name on a chair if you gave her a hundred bucks. [laughter] She also had her little locker thing. She was trying to get money for the lockers, and I think those have little names on them, too. Each of the coaches had little, special needs that they didn't think they could get out of their budget, but that they wanted help with.

Do you feel that Pack PAWS' overall mission changed over the years?

I don't think the mission has really changed. I think it's this issue where we were the dog chasing the bus, we caught the bus, and we said, "What do we do with the bus?" [laughter] When I first got involved in it the opportunities available for female athletes at a Nevada university were slim. Now they are not so slim, and they have been equalized a little bit. It's still not equal, but it's much better than it was. The sports that are available to women and girls are the ones that the women and girls are playing. We're not doing rowing, we're not doing crew, and we're not doing those weird sports that other schools have to get their numbers up.

I think the mission of getting the new opportunities available, has been accomplished. We are not done, but it is better. We are not so focused on that anymore, and we are moving to a position of preserving the changes. I think that there are different personalities involved. When you are developing something, you need some really "out there" personalities helping you out, and when you are preserving something you need different kinds of personalities. I think

the personality of the group is going to change because we are more into preserving it and making sure that we have the ability to continue on at a high level. And actually, we are. Those new sports are doing great!

There isn't so much excitement on that level, now that we're on a new threshold. It's more about preserving and continuing on at the current level. We've done a lot in ten years, and I'm sure there is much more that we can keep doing. But, as I said, it's different. When you are starting a venture there's a different kind of energy. Then when you accomplish it, preserving it is different. We had a retreat, and now we are looking at what we are going to do now, what we need to do.

Well, we need to get more people at the games. As the athletic director says, "We need butts in seats." Even butts in seats at football games, because after we went through this little activity somebody said, "We're married to football." In order for the women's teams to do well, football and basketball have to do well. If they do well, they raise money, some of which spills over.

Is Pack PAWS still looking at adding another women's sport? Is that still needed?

I think it is, but I don't think there is as much enthusiasm to spend all of our time and energy—or a great deal of energy—to do that. Especially now that we've gotten all these accolades about being number one in Title IX, and I'm thinking, "We are not!" [laughter]. To me, that is like saying that the other places are bad, because I think we're halfway there.

You think, "This is the *top*?" Because we're not done. Things aren't equal. The coaches' salaries are disgraceful, especially the assistants. You're asking those people to really live on passion and not much else—not much more than what a college student lives on.

How do you see Pack PAWS as being related to AAUN?

We both support student-athletes at the University of Nevada. I think that the mission is

the same. We kind of grew up from Angie Taylor's agenda of things that weren't being met for the women.

What did AAUN do in terms of supporting women's sports prior to Pack PAWS?

I don't know. I haven't been involved in AAUN, so I don't really know. I kind of got the idea that it wasn't much, because Angie was having to scrounge around to look for money. [laughter]

What do you remember of Joe Crowley being involved in Pack PAWS?

I thought Joe Crowley was very supportive of the need to increase the number of athletic opportunities and scholarships for women. We had a lot of meetings with him—Valerie, Joan, and I—and from those meetings you learned the economics of it. He's kind of caught up in the economics; he wasn't as enthusiastic as us. [laughter] When we started doing this, the question was, "How are we going to do that? We don't have any money!" He was willing to be creative enough to figure out where he could get money, and how he could politically get money. He knew he needed to do this, and I always had a feeling that he wanted to have that as part of his legacy. He had been the president of the NCAA, so he knew what Title IX was really about, and he knew that Nevada was very deficient. He knew he was at the end of his term, and I felt that he put a lot of energy into it, because he wanted that as part of his legacy of being the president. He didn't leave the place in a bad state as far as Title IX is concerned.

Do you remember the meeting that you and Joan Wright had with Joe Crowley, where you wore the same dresses?

Oh God, we wore the same dresses. [laughter] Joan and I shop at the same dress store. She came over here to my office to pick me up to take me to this meeting. I don't know why Valerie wasn't there, but it was just Joan and I. Joan came into

the office, and I could hear my secretary take a big gasp. I was in my office in the back and she runs into my office, and says, "Joan has the same dress on as you!" So I whipped on a jacket I had. It was a dress that had two pieces. It was actually a great dress to wear to the meeting, because it was navy blue and silver stripes on the top and had a navy blue skirt, and I had a navy blue blazer that I put on.

Joan laughed the whole way. She was just coming by to pick me up, so we didn't have any time to change. We went to the meeting—I had my jacket on, she didn't have her jacket on—and I don't know whether he noticed, but she made a big deal to tell him that we wore the same dress. So, he took a *picture* of it, and every time Joan and I are at the same function he talks about it. He gets up in front of everybody and talks about it, and he has a picture for proof. [laughter] We all had a big laugh about that.

I understand that you and Joan and sometimes Val would go into these meetings with Joe Crowley. What do you remember being discussed in some of those meetings?

I can't really remember any specific stuff, but we had many meetings. We were also on the NCAA Self Study group. When Joe Crowley was the president of the NCAA, they adopted this Self Study Report. It was the university going through different areas and looking at how they really complied with Title IX and things related to student-athletes. It's a huge book. Apparently, all of the Division I schools do that now.

Sometimes we talked to Joe about what was happening with the self study and things that we'd heard about the university and its sports programs. But our main goal was to make sure that there were more opportunities for women athletes. We also wanted to make him really aware of how the school was out of compliance, and that we were women lawyers, so if anybody wanted to come to us, we were ready.

He didn't want to have a big lawsuit. He really wanted to work internally, because he understood the good that comes out of it, and he didn't really

want to have a negative thing. So he was really willing to work with us and make sure those things happened.

As different people came in and left the Athletics Department, how did you see the role of Pack PAWS change on campus and with athletics?

When I first got involved in Pack PAWS you kind of had the old guard and the old way of thinking in the Athletics Department—that athletics is for men and not particularly for women. So they did everything to make sure that the men do well, and then the women got the leftovers. That was kind of the attitude, but that was kind of the attitude everywhere.

There was a lot in the national press about Title IX, the Olympics women athletes getting better, and high school sports getting better, and so you're having better trained girls and more people out there who want sports, and more people who understand the value of the scholarships. Those ads that they put on now are the greatest—about how these student-athletes are going to be majoring in something else in life and this is just really an opportunity to go to school. They are not going pro in sports; they are going pro in something else. So that is what it's about.

Now we have a new athletic director, and it's a woman. She's been on Title IX committees, and she knows all of that, so there is a difference. She's not of the old school. She has restructured the Athletics Department. As far as how Pack PAWS interacts with that, I still think we do the same things. We raise money to support and promote women's athletics at the university.

Do you think that there have been issues with visibility for women's sports?

One of the things I did when I was the president of Pack PAWS was in terms of visibility in the local newspaper and the sports section, I started to encourage our members to e-mail and write letters to the sports editor. We just inundated him with stuff, asking why he wasn't covering this, why that wasn't on the front page, and when

women were winning, asking why didn't we hear about it, why was it on the back page? When you had local kids—such as the basketball player, Kate Smith—doing so well and scoring the final points when they beat UNLV, they put it on the *eighth* page in the sports section. The governor was there! All these really important people were there at that basketball game, and they put it on the eighth page. So we wrote him nasty letters about that. I think there has been a change, but they kept arguing, “We don't think our readers want to hear about that. We don't hear from them. If you want to make a change, you need to let us know that that is what you want.” So, we kept banging on the door. When the women are winning the conference championships it's on the front page, and it's above the fold. If you're a journalist you know what that means. They are not trying to hide it.

Who have been some of the people in leadership roles in Pack PAWS over the years?

Valerie, Joan, me, Mary Conklin, Angie Taylor—those are the ones I know, but there have been other people. Cecilia Rosenauer—those are mostly women lawyers—Gail Hurd, the lady who is president now. The by-laws of Pack PAWS require that you get off the board for a while before you can go back, so I was off and didn't really keep up for a while. Put me back on though! [laughter]

Is that to have fresh blood or fresh meat?

I have been on other non-profit boards, and it's pretty much the rule, especially around here in this region, that you want to get more people involved. You just don't want the same people running the group all the time. So, you get fresh ideas and different perspectives on stuff. Otherwise that group gets burnt out. This isn't easy work.

What are some of the problems now that Pack PAWS is trying to address?

Butts in seats. [laughter] Preserving what we have, making sure that people go to the games and

have enthusiasm for the women's sports, doing the Girls and Women in Sports Day. That's turned into a really fun thing and a really good thing at the university, because it's something that involves the athletes and the younger kids. The two groups, they just love it. That is going to make more people interested in the sports and come to the games.

In fact, last year I had a client who had three girls, and she found out about it and wanted me to go with her, so we went over there. It's in the top of Lawlor Events Center, and each of the teams has representative people there that explain what their sport is about, and the kids get to do some little interactive thing associated with the sports. They even had the male football players there, and they let the kids put the pads and hats on, and they threw the ball around. From that, those three girls and their mother started going to the basketball games. The kids were so excited about meeting the athletes and getting their autographs, and they just started begging their mother. They lived in Fernley, and their mother brought them in to the games. They were so excited, and they went to every game until the end of the season. Parents around here look for things that are cheap to go to and that the kids like.

How do you feel being involved in Pack PAWS has affected your career?

I have always been interested in Title IX, so it has really given me an opportunity. Living in Reno you're not going to get a big opportunity to do anything in Title IX. You are certainly not going to be a specialist in Title IX. You would have to be in some big place like New York City, Chicago, San Francisco, Los Angeles—and I wasn't going to live in those places. I say that Title IX is my “hobby.” [laughter] It gave me an opportunity to intellectually go through what Title IX is about legally and how it applies in everyday living. You could really see how the law actually works. As far as my career goes locally, it gave me an opportunity to show people that I was a lawyer and could talk about different legal issues. It was a way of attracting clients that way, because they see you out in the public. They see

you talking about that, and they think, “Wow, that lady knows something.” Then they tell their friends. This town, as far as the law business goes, is a big word-of-mouth town. The professional community is small, so you get most of your clients from word of mouth.

How would you say being involved with Pack PAWS has shaped how you approach activism?

It showed me that if you have a small enthusiastic group that is willing to spend a lot of time, you can make changes. It was a perfect storm. It was a great opportunity and a lot of things came together, but if we didn’t have that small group pushing it, I don’t think it would have happened. It really convinced me that even though a lot of people say, “Oh, it doesn’t matter; I can’t make any changes.” You can. It takes energy, enthusiasm, and passion to get it done, and people *can* make changes. I really saw that.

When you first joined Pack PAWS, did you feel that what you were trying to accomplish was attainable?

I had absolutely no idea. This is what I knew: I knew it was the right thing and I knew we had the law on our side. I didn’t know whether, practically, it was going to happen, but I knew I had those things going for us. [laughter] I was a lawyer. You advocate for a position, and give it a whirl, and see who you can convince.

Has it been worth it?

Absolutely. I think it is one of the best things I ever did, because I can go back and say, “There are fifty new scholarships that are into perpetuity for women to be student-athletes—to get an education and to play sports.”

SUE WAGNER

Sue Wagner: I grew up in South Portland, Maine, where I was born in 1940. My dad was a pharmacist, and my mother a piano teacher. My dad went to university outside of Boston in order to get a pharmacy degree, and my mother had studied for two years at a music conservatory in Pennsylvania. These were the days when the boy's education was more important than the girl's education, so when her brother became freshman age, she had to drop out. My uncle was actually a nuclear engineer and worked on the first nuclear submarine, so I am sure that education did him a lot of good. I think my mother would have wished that she could have had more education herself.

I grew up in a small town about a mile from the Atlantic Ocean, if that. In fact, today I tried to open a can of sardines for lunch, and they were packed about a mile away from my house. The smell was just unbelievably horrible when the wind blew in a certain way. It's like everything else—you get used to it. There was a place that was near my home that was called the Piggery, and it's where a lot of wild pigs, I guess, used to run around. It was just the coolest place, because you could hide and play all these different games—just having this wonderful place. It was better than a park, actually.

Allison Tracy: How large was the area?

I don't know, because everybody's impression is quite different when you see it again. I thought the house I lived in in Maine had this huge backyard. Well, when I went back later on, when my children were young, it was about the size of a postage stamp. So, I really couldn't be too specific about that, but it seemed to be pretty big.

What activities do you remember being involved with growing up?

Well, I remember when I moved from Maine to Tucson in 1950, I would have been ten years old, and I didn't know anybody. Tucson was just this incredibly mysterious place, if you think about it in 1950. My entire family on both sides had grown up in Maine and been born there, but we had to move to Tucson for my dad's health. In the fifth grade—I guess that's when I really got involved in sports—we had a teacher who loved to have softball games. I lived really close to the school, and you had to go tag up to see which position you wanted to play. I was so competitive, even at that age. I got there first, and I usually wanted to pitch. So, that was the beginning of a love affair, if

you will, with sports. I was usually, I have to say, one of the few girls that got picked early.

You had mentioned that in elementary school you played softball and were one of the first girls picked. At that age was there any sort of stigma with being athletic?

If there was I didn't know it, or it didn't bother me. This would have been back in the 1950s—probably so. But I just wasn't aware of it, and since I also was elected class officer it didn't seem to be something that would hold me back. Clearly, you wouldn't have kept getting elected to office if there was any stigma attached that was so negative.

Were sports seen as one part of many extracurricular activities that kids were involved with?

It was for me, absolutely. As I just mentioned, I was a class officer, and then I went to Girls State. I missed being governor by one vote—my own—which taught me a big lesson about voting for yourself. Also, I was selected to be an American Field Service exchange student, and I went to Germany the summer of my junior year in high school.

Growing up were there girls who were involved in just sports?

I'm sure there were, because everybody wasn't going to run for office. I guess if you're saying was there any stigma attached, probably so. I'm sure there was, but I didn't make fun of anybody, because I probably played sports with them. I wouldn't have done that anyway. That just wasn't something that I would have thought would have been cool, to make fun of somebody else.

Just last week I was watching on Channel 5, PBS, a program on the doping of East Germany's athletes who came to the Olympics. It was just horrible how they had been injected with things they didn't even know what they were. They were like guinea pigs. I remember, even at that time, people saying, "My God, that girl looks like a guy!" I guess the assumption was that was how they

trained. Needless to say, we didn't know at that time, although it did seem like at the end people were getting suspicious. So, I'd say there were girls that that's all they did, and hey, if they enjoyed it, good for them. Maybe there were others who felt ill at ease by doing that and just didn't do it, which would really have been a shame, if that's what they excelled in and what they liked to do.

During middle school and high school, were you involved with any sports at that time?

Yes. I was on the girls' tennis team in high school. We did have a tennis team, and just like any tennis team you had to climb a ladder. So, let's say I'm fourth, and I challenge number three, and if I win, then I move up to number three. At the University of Arizona I also played on the women's tennis team. That is all I did as far as sports at the university, because I was involved in a lot more outside activities than I even was in high school.

You asked me about what sports, and I'm trying to think if there were any others. I have a brother who is eight years older than myself, and so the two of us used to play basketball because we had a basketball hoop both in Maine and in Tucson. But I don't think there were any organized girls' basketball teams as there are now. Now my daughter—that was an entirely different story when she grew up. The only one that I can really think of as an organized sport was tennis. Certainly, there was not golf. I don't even remember if there was softball at that time. I suspect that maybe there was, but the only thing that comes to mind at this moment is tennis, particularly in Tucson where you could play outside for such a long time.

In middle school and high school were there any teachers or coaches that stood out for you?

There were teachers, but they had nothing to do with sports. My French teacher was very involved in my getting to go on the AFS foreign exchange program. In addition to that she graduated from one of the women's colleges in the East, Mount Holyoke College. Actually, I was

admitted to Mount Holyoke, all the way from Tucson, and they gave me a partial scholarship, but it wasn't enough for me to be able to go back there. We lived in Tucson, and one of the reasons my family moved there was not only for my dad's health, but because there was a public university. Both my brother and I would be able to attend college there and get a degree, so that was important.

As far as high school, there were lots of teachers and counselors, such as the dean of girls—I can even see her now, “Brownie,” because her last name was Brown. A cute little tiny gal, but always very energetic, and I think she was involved in the sports part, as well. As far as a coach, I vaguely remember the woman that was in charge of the tennis program at the University of Arizona.

How were sports and athletics for girls approached at the time? Was it seen as a good pastime, a distraction, a way to stay in shape?

No. As far as I knew, there was nothing like keeping in shape. I want to watch this program on HBO, because they've got something on Venus Williams and Danica Patrick. A great thing happened when you saw the Williams girls who were muscular, and everybody thought, “Wow!” It was a good thing. That's not the way it used to be when I grew up. If you were that muscular, if I go back to the East Germans, there was something kind of wrong with those girls. They weren't quite “girly-girl.” I think it's wonderful that now no one even thinks about it.

The University of Arizona the last two years has won the NCAA softball championship, which is incredible. My son is a big San Francisco Giants fan, but he really was interested and knew quite a bit about what was going on in the NCAA, and I think that's super. You look at Mia Hamm and others who have elevated the women's sports to a positive that you really want to do, versus what it was when I grew up.

Can you tell me more about GAA (Girls' Athletic Association)? Was it something exclusive to high school?

Yes, it was exclusive in high school, but by that time it had to have been more broad-based, because every girl was in it. It wasn't a club. It was much bigger than that.

You mentioned being the president of GAA. Were there elections?

I'm not sure there were elections. I'm thinking back on this dean of girls that I was talking about named “Brownie,” and I honest to gosh I can't remember. I did run for office as far as the class was concerned, but for GAA, I'm not sure that she didn't just appoint somebody.

In high school what do you remember being available for the boys in terms of teams?

Everything that you can imagine. Basketball—we had a really good basketball program at my high school—baseball, football. I'm sure there was tennis, since there was girls' tennis, but maybe not; maybe that was just a girly type of activity. That's possible. There was wrestling. If I had one of my high school yearbooks I could look that up. Obviously, they were well organized, and people went to see all the games and rah-rah and all of that sort of stuff.

Did people go to see girls' tennis?

No.

Did GAA put on activities?

My mind is blank. All I remember is the Girls' Athletic Association, and I was president of it. I don't know how I got there, don't know exactly what they did. All these things added up; that's how you were picked to go to Girls State, based upon your extracurricular activities, et cetera.

We have talked about this, but tell me where you went to college?

I went to the University of Arizona as an undergraduate, and I graduated in 1962. Then I

was very fortunate to be selected for a full ride to graduate school. This was way back in the 1960s, and not that many girls were getting master's degrees. Arizona at that time, and even to some extent today, has a lot of copper mined. Phelps Dodge selected one graduating senior for a full ride to any graduate school that they could get into. I had been selected Outstanding Senior Woman, so I'm sure that helped.

So, I was selected and got admitted to Stanford, Berkeley (University of California, Berkeley), Duke, and Northwestern. I chose Northwestern, which is outside of Chicago, only because I thought it would be neat going to graduate school in Chicago. If I lived in the Midwest, that was like the Stanford of the Midwest, no question about it, but that's a pretty dumb reason to choose a school. I got downtown to just one place, the Newberry Library, to do all my primary-source research.

I was admitted to the Political Science Department, and I got there, and I didn't like at all what they were doing, which to this day has now become polling. This was one of the first places to do that sort of thing, and it didn't have that name—you went door to door, and you asked these people questions.

I thought, "This is why I came here?"

So, I switched to history, which I was able to do. The one history area I really wanted to do was Middle European history, but you had to do it in a foreign language. Even though I got my minor at the U of A in French, my French teacher said, "You know what? You have a really good accent, but you don't know a damn thing anybody is saying to you. You're hopeless. You sound good, but that's about it." So, needless to say, I didn't do that. What was I left with? There was a really outstanding professor there in Civil War military history, and that's what I got my master's in. Something that was really practical later in life. [laughter] It would have been wonderful to have had some counseling. I wonder if it was because I was a woman.

Was there any sort of women's athletics or intercollegiate stuff going on?

Well, we talked about the U of A. Arizona has such fantastic swimming and softball programs. The basketball program is not all that good. I think they should have found a new coach a long time ago. But I have to believe that they were not that organized when I was going to college. As far as going to Northwestern (I went on to Ohio State after that), I was in charge of one floor of girls, because that paid for my room and board. It was really hard; it was a tough school. I don't remember any of my girls being very interested in sports. It may have well been because they didn't have any organized or the fact that the girls I had on my floor were too interested in how they looked or were overwhelmed with the scholastic demands.

I just cut this article out to send to my daughter. It was in my most recent *Sports Illustrated* magazine, and I'll just tell you that these are Northwestern girls in the picture. It says, "The cat's meow. Northwestern's three-time champion women's lacrosse team marched off to meet and beat North Carolina." In the article it even says that this coach was hired to take this club sport and turn it into an NCAA Division I program. She did that, and as I said, they've won three times in a row. Most people don't know what lacrosse is, and when they used the title, "Go West Young Lady," it's because it used to be only on the East Coast. The Northwestern athletic director hired this young woman, and she hasn't been there that long. She's made it into a Division I champion team.

Northwestern is really big in journalism, and it's also big in the theater arts; a lot of movie stars have gone there. They have this huge program called Waa-Mu, Women's Athletic Association Men's Union, where they do things like a Broadway show, but you cannot get tickets for it—even students. I tried to call the minute it opened, like at 12:01 a.m. You cannot get a ticket to this thing, it's become so big. It had nothing to do with sports, but that was perceived to be the biggest thing.

Northwestern does not have really good athletics. One year they went to the Rose Bowl and lost. A friend of mine went and bought me a

Northwestern t-shirt, sweat suit, and all this stuff, because she figured they'll never be back there again. It's hard to get in there, and even Stanford has a different view on having kids selected to go there. They don't have to have quite as high a grade-point average as they do at Northwestern. Northwestern is very small, even though it's a Big 10 school. It's the only private school in the Big 10.

When I went to Ohio State I was working on my PhD. Woody Hayes, the coach at the time, is one of the most infamous coaches in NCAA history, really. I was in charge of a dorm, the entire dorm, at Ohio State. Going back to the University of Arizona, the assistant dean of women there, who I still correspond with at this time, called a friend of hers at Northwestern—a dean of women—and asked her to see if she could find me someplace to stay. Well, that's when I got to be in charge of a floor at this freshman dorm. Then that dean of women contacted the one at Ohio State, and that way I got to run a dorm, which allowed me to be able to continue to go on to school.

The dorm was right on the way to the football stadium, and at that point I was going with a guy who managed the stadium dorm. I got to go and eat with all the humongous football guys. It was football, football, football at Ohio State. I can even to this day almost smell, and certainly hear, the crunching of people with their flasks and their blankets walking towards the Ohio State football game. If at halftime Ohio State was not ahead, there would be a blimp that went by that said, "Goodbye Woody," like you better win this damn thing, or you're outta here forever! No kidding.

Well, Ohio State in those days had an unbelievable football program. Even today it's right up there, but it was incredible. The only thing I remember about the girls and getting involved in activities was that the dean of girls would talk to us about when the weather turned bad, and they were all enclosed in the dorm, to watch out because they can't go out and do stuff. All kinds of bad behavior occurred when girls did not get a chance to go out. The weather sucks, to be honest with you, in Columbus, Ohio. It's sort of like Chicago and Northwestern. But as far as the

girls being involved, I don't remember any of that, because I was managing a whole dorm.

When you had mentioned doing tennis at Arizona, did you try out for that?

Yes, you did try out for that. They didn't have scholarships—or maybe they did, but I certainly didn't get one of them. [laughter]

Did you compete with other schools then?

Yes. I wasn't that good. I was on the team, but I certainly was not a big star.

How long was the season?

Well, I would imagine like it is today, even though you could depend upon it being pretty nice in the winter. I don't know what the schedule is for tennis today, but you always have football at a certain time, and basketball.

What sorority were you a part of?

Kappa Alpha Theta. In the Theta House at that time, it was pretty competitive stuff. The Theta House, I learned later, took x number of girls who were going to be jocks, x number of girls who were going to be beauty queens, x number of girls who were going to be smart, x number of girls that were going to be very involved in campus activities. There was always somebody that you had some connection with, and it worked out really well for them, because they did have the yearbook queen and the homecoming queen and all that. I was one that was involved in campus stuff, but I also did pretty well there grade-wise; otherwise I wouldn't have gotten that fellowship to go off to graduate school. The jocks all hung around together as a group, and maybe that's obvious. I mean I know I wasn't chosen to be the homecoming queen. I realized I was in a different category right away.

I've got this great cartoon that was drawn of me. I pitched for the Theta House versus the Pi Phi's across the street, and that was a pretty big

deal. Right there at first base, man, you better not let the Pi Phi's beat you this year. So, that was the thing that everybody was involved in; it was a Theta House activity that everybody got real excited about. We probably went out and got drunk afterwards. But it was a big deal, and it was a fun thing. Other sororities and fraternities came, so it got to be a pretty big deal.

In fact, I applied for a Fulbright. The vice president of the university drove me to Phoenix to be interviewed, but he also wrote me a great letter of recommendation. One of the things he said that he really liked about me was what a good softball pitcher I was. [laughter] I didn't get the Fulbright, but he really thought that was kind of neat.

So, that does give you some idea of what I was involved in anyway. It was definitely a whole-house activity versus just kids going to see whoever was playing softball. That was in the 1960s.

In high school and college, was it a pretty common thing to have a dean of women?

Yes. I specifically remember Myrtle Brown, "Brownie," and she had her counterparts in all the other high schools. At one time there was only one high school. My freshman year I was at Tucson High School, and it was the largest high school in the United States of America. Tucson just boomed in terms of growth—like a Las Vegas. At that point they had to build some right away, so they built about three or four, and we all got divided up based upon geography. I'm sure that she was not the only dean of girls, because it was like a cookie cutter thing at that point. They had to hurry and get these things online. There were over a thousand kids graduating in the senior class at Tucson High.

Then you got to the university, and the dean of women was in charge of the dorms and activities; they were very involved. In my mind I think it was very important. There wasn't just a dean of students. There was a dean for women specifically, which was kind of nice in my mind.

For some of those women who took the role of dean of women, was their role establishment, or was it activist? How did they approach it?

Well, that's a good question. I'm thinking back, and I'll go just to the Ohio State one, because that was the last one. The dean of women at Ohio State invited all the head residents—myself and others—to listen to this woman come and speak. Her name was Betty Friedan, and she had just published a book called *The Feminine Mystique*. Betty Friedan was big in the women's movement, and this had to be about 1965. I thought, "Who is she? What is she talking about?" I had no idea. It had no relevance in my life, at all, at the time. As my life became different, though, and I became a housewife You didn't have people running out and carrying signs and everything, not in the mid-1960s.

This was a friend of the dean, so she had to act like it was of interest to her. You talk about an activist dean—I'd say that was right up there at the top. You can't get much more than that. I think even when I go back to Northwestern, and at the University of Arizona, I would say the assistant dean was progressive, because she was very helpful in channeling girls. She wanted them to continue and go on and do different things. I would say that all three of them were quite instrumental in my life, though I suspect not to every girl's life, because it would depend upon what they were doing. I'm sure a lot of people would never even go see them, because they would be intimidated. It wasn't like they were dropping into classes, saying, "Hey, do you need me? I'm here." You met them as a freshman, and they would say, "Here's the opportunities you have." Yes, I would say all three of them, even going way back to the 1960s, knew something was coming down the road.

Speaking of that, what do you remember about the Civil Rights Act of 1964?

I remember very well. I was working at that time on the *Tucson Daily Citizen*, which was a newspaper, and this was after I was married. My husband had gone to Stanford, and then he went to the University of Arizona to get his PhD. I was assigned, at that time, to the woman's page, which was pretty much social writing, "Mrs. So-and-So, the wife of Blah Blah of the electric company."

Well, I didn't know anything about newspapers, at all. Obviously, I got my degree in Civil War military history, and it's kind of a big jump. A lot of my friends were working at the newspaper, so they told me exactly how I could get this job.

They said, "The editor," I remember her as clear as a bell, "will ask you to type a wedding. So, just go and read all these weddings now and figure out how they do that, because when you do it, you've got the job."

That's exactly what I did. I wrote, "And the dress was made of blah blah blah, and there were beautiful gladiolas."

She said, "This is good!"

So, I got the job. However, it paid very, very little, but my husband and I needed to have some more income. At the time, let's say I made \$75 a week. The guy in the sports department would make at least \$100 or maybe \$150 a week. When the Civil Rights Act was passed I remember people cheering in the *Daily Citizen* offices. Things were going to change. They didn't change. My salary didn't go up at all; his didn't come down at all, and it was just like same old, same old. That's what I remember about it. It was disappointing.

How and when did you first become involved in politics locally?

I hadn't been here that long, but there was a woman running for the Reno City Council, and her name was Pat Hardy Lewis. I can't remember how I got to that first event, but in those days women would have coffees in the morning and invite the candidate to come in. It was the same thing they might do today as a reception or something, but this was strictly for women, because it was while all the guys were off working. This probably would have been 1972 or something like that, and all these women had all this time on their hands. So, I went to one of these, I met Pat, and I thought, "Wow, this is great," because she would have been the first woman elected. I got really involved from just hearing her, and I started knocking on people's doors. She was the first person to ever do that, to go door to door, so I started doing some of that for her, and that got me right back in it.

The one thing she did that was really good was she helped me get on some things that she had been on, like the mayor's advisory committee on housing. She got elected, and then got me appointed to be on these certain things, which was absolutely phenomenal. That's what we should be doing, and I have done that myself, hiring only women when I was lieutenant governor.

One day, though, she came over—she's now deceased—and I was sewing my kids' clothes, and she was saying, "You think you could run for the legislature? What do you know about it?"

I said, "Well, I've done a lot of research on state issues, I see a great connection between Reno and Tucson, or Nevada and Arizona, and the fact that I've got to deal with growth."

That was disappointing, but on the other hand, she did plug me into all of these spots. If I ever saw her anywhere, I always gave her credit, whether she was in the audience or not. I really have to, because it just got me into the swing. Even though I hadn't lived here, she had lived here maybe all her life. I had a lot of people say, "You know enough? You've been here only four years." They thought you had to go to Reno High School and graduate and go to UNR and graduate.

She was running for city council? Was there anything specific in her past that made sense for her to run?

Well, she had been on these other committees, because that's why she appointed me to them, because they served as a stepping stone. I went to this housing committee meeting, and there were thirty or forty people there, and I was sitting next to this guy who was a realtor. We got to talking, and when it was time to nominate people, he put up his hand and said, "I just met Sue Wagner, here, but I think she should be the chairman."

Everybody looked at me like, "Who is she?" Well, he didn't know me very well either, as we had just met, but for some reason people didn't say, "I don't think she should." So, I got to be the chair. That was a big deal, because then we were on TV making reports of our committee's activities. Having been on the committee would have been

good, but to be chair was really good. So, to answer your question, Pat obviously was involved in these things, because that's why she appointed me.

I remember one specific thing was changing the charter of the City of Reno to elect the mayor citywide. At that time there were five people on the city council, and the mayor was selected from among those five. So, you could see three guys, and they would pick one of themselves. You have to go to the state legislature to get this stuff changed, and I did, and the next year Barbara Bennett was elected.

What was the first office that you ran for?

The assembly.

When you were campaigning for that, what were the general views about women being involved in politics?

A lot of guys were the Archie Bunker type, but, actually, it wasn't that bad. I don't even know if there was another woman running for any district around here. You remember some of the funny ones.

One man said, "Oh, you're not big enough."

I said, "Just give me a chance. Size doesn't have anything to do with it."

Then some guy opened his door, and he was totally nude. I always tell people I had really good eye contact at that time. [laughter] You meet all kinds of people. The one disappointment I had was that women were not as supportive as I would have hoped at the ballot box. I met a lot of widows who were just delighted to have somebody come and visit with them. I met a lot of guys that would have nothing to do with me and shut the door.

Maybe memory fades after a while, but I think my biggest disappointment was women. This was again the beginning of the women's movement, and they were really nervous about what was going on—all these women stepping out and competing for jobs with their husband. They weren't sure that they really liked it. I was so visible, unlike somebody applying for the fire

department, which didn't go on then either. That was disappointing.

So on one hand you have great support groups, such as the AAUW (American Association of University Women), and then other women being angry. My husband was alive then, and the kids were little. That was another big issue, how young my kids were. That was the biggest issue of my entire campaign. It was not my position on the Equal Rights Amendment. It was that my kids were three and four—that was horrifying.

The fact that you had small children and were working outside of the house, was that the issue?

Yes, pretty much. Besides that, my husband had a beard and worked at DRI (Desert Research Institute). Those *liberal* university people! They didn't realize that engineers are pretty conservative. He was very conservative, more than I was.

People were saying, "You should wait until your kids are older."?

Oh, yes. Nancy Gomes had been on the school board before she ran for the assembly. The talk at that time was, "Wait until your kids get older. Wait until they are at least in high school, if not older." The problem with that is that if you wanted to move on, you wouldn't have time. If you started at fifty-five running for the assembly, and you served there a few terms, well, then you're creeping up in age. So, it decompresses the opportunities you have to run for the state senate, congress, or whatever.

Was it sort of convenient for some people to encourage you to stay out?

Probably, yes. I met this one woman whose husband was supporting my opponent. She started talking to me, and I showed her my file cabinets that I had downstairs of all these different issues.

She said, "I'm going to support you, but my husband won't." Have you heard of Frank

Fahrenkopf? Well, it was his best buddy that was going to run against me, and it was this same guy that lost to Pat Hardy Lewis the year before for city council. My God, he lost another time to another woman. This friend of mine said, "You know, Frank Fahrenkopf is the biggest thing in Republican politics. You don't have a chance, but I'm going to support you because I'm really impressed." Well, guess what? I had another man that filed on the very last day and they split the vote. I was the one that was different. If I hadn't had that man file the very last day I probably wouldn't have won.

When you were first running, and when you were first elected, what were some of the "women's issues"?

The Equal Rights Amendment was huge. There were thirty-five states that had already approved it, and you have to have thirty-eight to amend the constitution, so we were really close. But religious groups got involved, and it kept getting introduced on the floor of the senate, and all these guys would shoot it down for another bill that they wanted; they didn't care. I've just never been so angry and disappointed. Then, of course, the choice issue was the next big one, but at my first session it was the Equal Rights Amendment. Terrible.

Did you find that with the issues at the time, and especially the ERA, it was by default that people associated you with them?

I had no real take on it when I was running for office. Then I would kid some of the guys and say, "Oh, you mean 'earned run average'?" I also knew a lot about baseball, and it was in October, which was when the World Series was going on. I really didn't give it all that much thought until I got elected.

I had met somebody during that campaign who was a liberal Democrat who really wanted me to run in the worst way. She had my husband come up and talk to her husband saying, "Your

marriage will not be kaput. This will work." Her name was Mary Gojack, and she was elected to the senate. I sat in Mary Gojack's old state senate seat next to Jean Ford, another friend of mine, and the three of us were a dangerous trio. Oh, my God, you would have thought there were 500 of us women down there. People were so scared. What were we doing? What were we planning? What were we plotting? So, by virtue of being with them, I think that I started learning more about it and what it meant.

Eleanor Smeal was the president of NOW, the National Organization for Women. She was at my desk, and I can't remember why she was there, and so was Mary. Mary had come down from the senate, during one of the many times we debated it, and Mary had given me a Valium, which I had never taken. She said, "You've got to settle your nerves." I started crying when it was defeated. I just was beside myself. And there were all these pictures in the *Nevada Appeal* of myself crying.

I thought, "What a great example to use—crybaby woman." But I knew it had to do with the damn Valium. [laughter] Never had one since, and I never had one before.

You had talked about the fact that you were surprised by women's reactions to you running. Do you think that you in some abstract way represented the women's movement for them—marching down their street and knocking on their door?

Oh, yes. But it didn't have a name at that time; it wasn't called something like that. Things all started popping in the early 1970s, and my being one of very few Republican elected women in this country who supported the Equal Rights Amendment *and* the choice issue, I was invited to everything. Ann Richards, governor of Texas, invited some of her old cronies to her inauguration. She paid for us, put us up. She was so good that she even arranged for the gym that she was a member of to take me on, so I could swim and do some things. (This was after my plane crash.) And I would have never even known who she was. Well, of course, I would have

known who she was, but there were those kinds of opportunities that occurred, based upon my support, probably, of both of the issues.

Sue, you had mentioned to me how important your dad was in getting you interested in both government and politics, as well as athletics. Can you tell me a little bit more about that?

Yes. I don't think I've mentioned this, but my dad was chairman of the Republican Party in the state of Maine where we lived, and that's clearly why I got my interest in politics. My sister was a precinct captain, and my brother is really involved, though not in the sense that I was, running for office. We've all been very interested in politics and government, of course, because of my dad's involvement.

I remember when I was very young—because I moved to Tucson when I was about ten or eleven, so it had to have been before that—I met Margaret Chase Smith, who at that time was the only woman serving in the United States Senate. Out of a hundred it was 99-1. I thought, "Wow, that would be cool to grow up to be like her." I had no idea she was the only one, because I didn't meet any of the other male senators.

I remember that we would listen to the political conventions to see who was going to win. It was on the radio, of course, since there was no television at that time, and we would be there with our forms, guessing what might happen. Let's say Dwight Eisenhower got this many from Montana. It was real exciting, and that obviously instilled my interest in politics and in government and the importance of it.

As far as the athletics go, my dad was a baseball player for his college, which was in the city of Boston. Of course, we were big Boston Red Sox fans. All of New England is, because that's the only team they have. About once a year, because it was a trek, though it isn't that long in today's world, we would go to Boston to see a Red Sox game.

When my family learned that my dad had to leave the state of Maine for health reasons—it was just unbelievably cold in the winter and windy—

my mother and dad went to Tucson, Arizona, to see how that climate worked for them. It really did help, but it changed our lives incredibly. In Maine my dad owned a drug store, and that had to be sold, and our house had to be sold. We had all of these beautiful antiques, and everything had to be sold. We were like the *Grapes of Wrath*. Whatever we had was in the car and strapped to the top as we all left to go back to Tucson. My parents were there for at least a year, and maybe longer, without us. My poor sister at that time had just had a new baby, and my brother and I had to stay with her. It had to be extremely difficult, but we all survived.

There were several choices, but my mother said my dad chose Tucson, because there was a spring training for baseball teams there. I don't know if that is accurate or not, but it was fun because my dad would take me to those. That's where I got my interest in sports, also from my dad. We would go see the Cleveland Indian games and spring training, sitting in the sun, and meeting all the players. This was 1950 and 1951 and so on. The last time the Cleveland Indians won the World Series was in 1948, so they were really good, and they had really famous ballplayers. Of course, I got to know them all, because there weren't that many people in Tucson at that time, in the 1950s. It was just fun. Baseball is my favorite sport, although I like most of them, but that was my favorite. Then, of course, they played other major league teams that came.

I remember my dad pitching a baseball to me when I was young. I would be the catcher, and he was the pitcher. So, there were all those experiences that maybe—I know it's true—little girls didn't always get. There was nothing wrong about it, but it was just sort of early for its time, in terms of girls being interested in sports. In my high school, really, there were not that many. It was OK to be on the tennis team, but if you wanted to play baseball it probably wasn't OK for a variety of reasons, one being that they didn't even have it. There were no softball teams or soccer teams for girls, so it just didn't develop. I won't say it was turned down by high schools. It just never developed. No one thought about girls having those experiences at that time, so my dad's involvement with me was very, very significant.

Also, my mother, although she's not as visible in my life, did talk about the fact that she was a really good swimmer. She lived in an absolutely gorgeous town in Camden, Maine, and she used to swim right there in the Atlantic Ocean with her brother. She also played basketball, a team sport, but it was the half-court—you dribble down the half-court and then pass it. They didn't think women could run back and forth that much. So, clearly she was also athletically inclined, but didn't participate with me. Those were just some memories that she shared with me.

Do you remember seeing a lot of other people just going to watch the training camp? Were there other girls?

No. As I said, it was kind of unusual, not only to participate with their daughter, but to take a daughter to baseball games. I don't believe any of my friends, or anyone that I remember, were there or wanted to go there. A lot of people said, "You want to do that after school?" Yes, I did.

Do you think that your father's involving you in politics and sports reflected a general attitude towards not seeing those barriers for women? Was he progressive for his time?

Yes, I would think so. In many ways, even politically, with one United States Senator out of ninety-nine, that was not the norm at that time. It's not like he said, "I want you to get involved in government or run for senior class president," or anything like that. I did that as a matter of course, because those are things I liked to do, both politics and sports. Clearly, it was definitely ahead of its time, and I have to thank my dad for that. I had no idea that it was ahead of its time at that time; it was just something that we liked and did together.

Over the years that you have been involved in the legislature, how has the topic of women and athletics come up?

Karen Petterson was a woman I actually got to know by her taking photographs of me to be on billboards and things of that sort. I think I

learned from somebody else that she was an incredible diver and swimmer. At the legislature, when I was in the assembly, a man had a resolution drafted to commemorate the leadership and state championship of, I think, Bishop Gorman High School. When I learned this about Karen—I'm sure I knew it at the time—I decided to go in and have a resolution drafted commemorating her.

As it turns out, a man who headed up the research division at the legislative counsel bureau lived near Karen and knew her pretty well. He got it framed and prepared, and I took it to a Pack PAWS dinner, and she did not know, of course, that I had done this. She was saying, "Thank you," to all the women, men, and girls who came to the dinner, and I snuck up behind her and presented her with this. It was just a really incredible experience for me, and it was really neat.

The fact that I had difficulty in getting it done is just beyond me. Back in those days, in the old days in the 1970s, it was tough. It's not like people were excited that women were coming to the legislature. It was just the opposite in many respects. Not only did we bring issues that they didn't want to deal with, or didn't care about, but something like this would occur.

Talking about bringing issues to the forefront that they didn't really want to look at, did you often run into the people saying, "No, you just can't do that."?

Yes, that's what they told me about the resolution, but if you persist . . . I said, "I'm going to make an issue out of it, that you just had one several weeks ago."

Their response was something like, "Well, we changed our mind. We're not going to do that anymore."

Maybe if somebody had come in right after me and asked for something that dealt with a more important athletic team. And the fact is, I wouldn't have even thought about it except we had just done it.

For those individuals that weren't supportive, specifically of the Karen Petterson resolution, did they give you any concrete, legitimate reasons?

No. I think the only reason that was given was the fact that they weren't going to do that anymore, which wasn't viable, because they did it after that.

Do you remember anyone ever coming from the university as a representative speaking to the legislature, being involved, or trying to get issues pushed through?

I don't really think so. I don't think the Girls and Women in Sports Day had come about at that time, which became important later on. They would actually bring people down to the legislature and be recognized for athletics dealing with women and girls. But at that time, no, I just don't remember anything of that sort.

What do you remember of Title IX and the discourse surrounding it when it was being debated?

Title IX came down from the Feds, so the legislature wasn't really involved in that—which was probably fortunate. It became a big deal nationally, and to his credit, President Joe Crowley really embraced it, and UNR now is recognized as the top school in the nation for the last two years in applying Title IX, as far as women and sports are concerned.

Do you ever remember there being compliance issues that you did have to deal with on a state level?

No.

As the implications of Title IX were realized more in the 1980s, do you remember if people were predicting doom and gloom?

No. I don't think so.

When you were Lieutenant Governor, can you tell me about having Patty Sheehan come down?

I had a resolution with my friend, Assemblywoman Jan Evans, a Democrat in the assembly—I was a Republican, lieutenant governor, and president of the senate at

that time—acknowledging Patty Sheehan's unbelievable ability in the LPGA (Ladies Professional Golf Association) and the fact that she was a Reno woman. So, we did, and her manager came with her, and I could not believe the people who had gone out and bought golf balls and wanted her to sign. There was a big line of senators who wanted to meet her and to have some memory of the occasion by getting her autograph, which I thought was really neat. Of course, that was much later, in the 1990s, that that occurred. I remember saying that she was the first woman to win a million dollars, and I think that was acknowledged in the resolution. No one seemed to mind then about a woman having a resolution.

She had won the U.S. Open, and she had won many of the major championships. The LPGA has a contest, a tournament, with women in Europe, and it's called the Solheim Cup. Men have the same thing, and it's called the Ryder Cup, and it's a very big deal. The best golfers play on it.

I don't remember exactly what year it was—rather recently, maybe in the year 2000 or 2002—Patty Sheehan became the captain of one of these tournaments, which is a very big deal. It was going to be held in Minnesota outside of Minneapolis, where I had had a lot of surgery done. I got this thing in the mail from Patty Sheehan about this, so I asked a friend of mine named Marybel Batjer if she would like to go. She became a good friend of mine, and she now is a vice president of Harrah's, but at that time she was chief of staff to Governor Kenny Guinn. So, she, one of her sisters, and I went, and it was fantastic. I set down a little chaise lounge type seat that reclined back, and I just placed it at one green, so I could see everybody come through.

The Americans won at the very last, and it was really exciting to see that, because it rotates every two years from the United States to being played in Europe. So, that was sort of a follow up with Patty.

There was a basketball game between the UNR women's basketball team and some Nevada state senators around 1976. Does this sound at all familiar?

Well, I do know that not only did we have a softball game between the senate and the assembly, but we also had a basketball game. I'm not too sure about playing the UNR team. I do remember playing basketball against the senate, and there were some guys that had stomachs that looked like they had swallowed a basketball. [laughter] They were pretty funny as they tried to run up and down the court.

At first, we didn't know if it was really going to work, or going to be fun. Would there really be that many people that will show up? It started with the softball, I believe, before the basketball game. It was usually guys—obviously, there weren't that many women in the legislature—but it wasn't like them making fun of us. I don't remember what other women were on the assembly team, but I remember I always have pitched on the softball team, and we've done pretty well.

It got to be kind of a big deal; people would actually come out and watch us. When we first started it might have been a few lobbyists, but not a large congregation of people wanting to see this. Then the word got around that it was pretty funny, so people started showing up. Of course, sometimes the weather was horrible, and we couldn't play outside. Things would have to get changed, and it had to fit around legislators' agendas on each of the floors. But it was fun, and I think that it really played an important role in having people have fun together. It was different than fighting each other over a certain piece of legislation.

I'm assuming these were coed teams then?

They were, but as I said, there weren't that many women in the legislature, so there weren't that many who played. I think that Senator Helen Foley used to play, and maybe way back when Mary Gojack did. She was a pretty good athlete. People accepted the few of us that played after a while.

In your life, why have you always been the pitcher?

I don't know, but I guess I probably said, "I can pitch," since I had pitched in college with the Powder Puff teams.

People probably didn't say, "We want Sue to be the pitcher."

I would imagine it was, "Hey, I want to be the pitcher," and nobody said anything about it. And if we won, they said, "You could be the pitcher next year, too."

Do you remember the tuition waivers for female athletes or anything like that coming through in the 1980s?

No.

When Pack PAWS got involved it was around 1995, but on paper I think that the tuition waivers being allowed was actually back in the 1980s.

I wasn't there in 1995. Probably, if I had been on one of the money committees, I would probably have known that. But normally what happens is the people on the money committees go through all the budgets, and at the end of the session you vote on the whole budget. If you vote against it, you voted against the funding for absolutely everything, so you would never know what small little thing might have been in the budget done by somebody on the money committee. In 1995, I was there only as a teacher of interns, since my lieutenant governorship had ended.

Were you at all involved in UNR and UNLV getting \$1 million in the early to mid-1990s from the legislature to basically be in compliance with Title IX?

Again, that would probably have been done in the money committees, and if you're not on that committee, then you don't know what they are doing until the very end when you vote on the budget. I don't think it would be in a single bill that would come out. Occasionally, there were those, but I would suspect not.

But, I thought of something else that I did that tied in with athletics in a different way, not necessarily with just women's athletics. When I was on the Arizona alumni board—I know I got the idea from them—ASU Sun Devils and

University of Arizona Wildcats had license plates that had their logos on them, and it raised money for scholarships.

I thought that was a good idea, and that's when I was Lieutenant Governor. I talked to Chris Ault, who was athletic director at the time, and his counterpart down at UNLV, and I was able to get that passed. So, you often see logos on people's license plates now—they are pretty expensive—a certain amount of money out of that is placed for both academic and athletic scholarships. I have no idea how much money has been raised—hopefully, a lot. The more license plates that are sold, of course, the more that they would have.

These license plates were made at the prison, and Governor Bob Miller and I went over there to the prison to see the first ones coming off the press. I remember license plate number one came through, and that was his, and I grabbed it. I always made a big deal about the fact that I was probably going to run against him for governor, but it was just a joke. I have saved two license plates that have the logo of UNLV and UNR on them. That was another attempt at trying to do something positive for athletics at the university.

With the license plates, was that generally supported?

Yes. Chris Ault and the man that was the head of the alumni club at UNLV were very involved. Chris Ault had very good friends like Bill Raggio, so he gave it the stamp of approval.

Obviously, UNLV has raised a lot more money, I'm sure, than UNR, just because they've got more alumni, but I really don't know if that is true or not. But, yes, that was a nice thing to do. I see a lot around here. And the numbers go up in order. The governor was one, and I was two, and I don't know who came after that. I always look to see what number somebody is. It's hard to tell, because you have to buy your plate, but I've seen very high numbers that have those plates on them. So, it's neat, and every day I see some.

Is it a one-time fee when you first get the plates, or is it part of your registration every year?

No, it's every year.

You had mentioned in our initial meeting the women in leadership class that you taught up at UNR. Can you tell me a little bit more about that class and your goal in teaching it?

It was taught one night a week, and my objective was to show women leaders in different areas, hoping for people in the class to see that there were a lot of opportunities. This was in the 1990s after I ended my elective career. I had a lot of different people come in and talk.

In your adult life outside of the legislature, how involved in sports have you been, and how have you stayed involved in that?

I used to be a golfer, and after the plane crash I did get some golf clubs, new shoes, and I went up to Washoe. I've known the pro up there for a long time. He gave me some lessons, but it just really hurt when I started lifting a club and trying to hit it. Basically, he had said that I would not be able to hit the ball the way I used to, so it wouldn't go very far. I would just have to plod along, and I didn't really want to do that. That was kind of an ill-fated attempt at doing something.

It really is a downer for me, because I used to jog every single day before work, even at the legislature, and I can't do that. I try to walk a couple miles around Virginia Lake, but hitting on the ground I could never run again, and it's just not the same thing. I know what people talk about when they feel good after a good run, but you don't get that unless you're a power walker or something, which I'm clearly not. It is about sixteen minutes per mile around Virginia Lake, and that's about it.

And of course, as sports go, I have been a supporter of Pack PAWS.

Can you tell me about your daughter's involvement in athletics and how that has affected you?

Yes, and my son, because he's got three girls. Both of my kids were really athletic, and, of

course, their dad had gone to Stanford to play basketball. I was a good athlete, so my kids, by osmosis if nothing else, like sports. My son, being 6'5", played on the Reno High School basketball team and the golf team, and my daughter was an excellent golfer.

Since she graduated from college, my daughter has been extremely involved in athletics, even now when she is thirty-seven. She just was in an Olympic triathlon last week in Boise, Idaho. It is a lot of work to be a triathlete, and when I watch her swim down at Sports West gym, I just am amazed. It's like she's not in the water, she's right on top of it. That was really fun for me to see her swim like that. And then there is the running and biking, and she's got all kinds of bicycles. So, she has carried that on big time, because I think that's about as tough a sport to be involved in. She would say to me, "I went on a sixty-mile bike ride Sunday afternoon." Sixty miles? I can't even fathom that. The Ironman Triathlon is based in Kona, Hawaii, and when we went there, she went down to the place where they swim in the ocean, the same route that they would do.

My son is a very good athlete, as well. He's an attorney, and he doesn't really have time to golf anymore, and he used to love to pick-up basketball games. He does have three daughters, and he's been the soccer coach for several of his daughters. They have horses, they have a pool, and they ride. Each one of them has been in a horse contest or tournament—I don't know what you call it. They are involved in lots of things. My oldest granddaughter (who is twelve) has been selected for some kind of a lifeguard contest in the Pacific Ocean, and she's won that several times, and that water is cold. So, his interest in sports has been carried on through his three daughters.

When your kids were younger, did you get them involved in any after-school sports or club teams?

Yes. They were involved in Little League, both of them. My husband was a Little League coach of a team that his son was on, and he decided that since Kristina was going to have to sit there and watch, she might as well play. (I was in Carson

City.) So, she was the first girl to play Little League ball in Reno, and she hated it. She would wear a pink t-shirt way out in left field, so people would know she was a girl. When her grandparents came, her granddad was so excited when she hit this little dribbly ball, and she outran it to first base. When his grandson Kirk would hit something, that was kind of what he should expect to do, but with Kristina it was, "Wow, is that great!"

Both of them played basketball in the Washoe Junior Basketball program—I think it was called—on different teams, but they both played in that. They even participated after their dad was killed.

Did they have boys' and girls' teams?

Yes. They were very organized.

I think that's all the questions I have. Is there anything you'd like to add?

I guess just how important sports has been to me.

JOAN WRIGHT

Joan Wright: I was born in Pasadena, California, in 1952, and I'm from a family of five children. My father was a lawyer, and my mom was a stay-at-home mom until I was in fifth grade, when she went back to finish college. She had done two years of college at the University of Michigan, stopped to have her five children, and then went back to the Chapman College in Orange. We were living in Orange County. She got a master's in social work in San Diego after completing her college degree at Chapman, which is why I went to high school in San Diego.

Allison Tracy: What were your parents' names?

Ann Foellinger Wright and Dudley Kingsbury Wright. I had one brother and three sisters, and I am dead center.

Where did you go to grade school then?

I started out in Pasadena at Polytechnic School and then went to Redhill Elementary School in Tustin, California, and I went to middle school in Tustin. My first year of high school was in Tustin at Foothill High School, then I finished high school at Point Loma High School in San Diego.

My father had gone into practice with his father in Los Angeles, so the Pasadena years he was working for his father's law firm in L.A. Then my dad decided to open his own office. Santa Ana looked like the up-and-coming place, so we moved to Santa Ana. I did go to elementary school in Santa Ana. Tustin is just a neighborhood of Santa Ana, so we could have horses there at home, and we wanted to have a bigger property. So he didn't change his practice, we just moved. It wasn't a total disruption. Then, somewhere in that process, my parents also divorced, so we moved to San Diego. My dad stayed in the house that we had lived in.

What sort of activities did you do growing up?

My dad is very much into sports, so we grew up playing and taking tennis lessons. We always had horses. Either we took lessons, or we had them at home. We spent our summers in the San Jacinto Mountains in southern California at my grandparents' property, where we had a swimming pool, tennis courts, indoor handball, horses, and a bunch of cousins. All of us had cousins our own age, so we just had three months of playing sports.

My dad was very competitive, so we had to do everything well, too. My mom was completely



Joan Wright, ca. 2000

not athletic, so that's what we did with my dad. We always played touch football. I remember my older brother and sister being one team, and my dad and I being the other. Basically, he would hike the ball to me. I would grab his belt, he would run, and I would be like a flag behind him. I'm sure we played volleyball. We had a big property that we could set up and have nets permanent. So we played a lot of sports as a kid. My dad had played football in college at the University of Southern California, so he was very much oriented that way.

Tell me a little bit more about your high school years.

High school, in my mind, is the San Diego years. We moved there when I became a sophomore, and that was a three-year high school. So it was like everyone else starting out. It combined, I think, three junior high schools, so a lot of kids didn't know other kids. It was a good time to start there. I spent about a semester

figuring out who I wanted to know and who I wanted to associate with, and then did that.

I was in regular PE, but after a semester I was invited with one other student—Julie Woodward was her name—into advanced PE. So, we shifted my schedule so I could be in advanced PE. Julie and I hung out together, because we were the only sophomores. She, for whatever reason, had started running. So what we would do was go to gym and get dressed really quickly, and then we'd go run two miles, waiting for everybody else to get ready and for class to start. So I started out with Julie doing the running, which in 1968 or so was not really done by women—certainly not two miles as a daily appetite—so she got me started there.

Then, we had a fairly good sports program because that was pre-Proposition 13 in California, and we were living in a wealthy neighborhood, so our high school had a lot of money. We did not have a swimming pool, but we did have tennis courts, and I was on the tennis team. We played softball. I don't remember what position I played there. I know in elementary school I'd always been a pitcher. I don't remember what I played in high school. That was not my big sport there because I did track. I was a high-jumper. In those days women scissor-kicked. There wasn't the flop, which is the current style of high-jumping—it was just being developed. The Fosbury Flop is what it was called. I think he [Fosbury] was at USC or something, and now women high-jump that style.

That was when I first really encountered the lack of coaching for women, because we went to the one all-city meet in San Diego, where I was supposed to high-jump, and someone pulled me aside and said, "We need someone in the mile, and you can run a mile." They knew Julie and I would run these two miles in the morning, and they said, "You're going to have to run the mile for us."

I said, "OK, fine." Well, there were lightning-fast girls from southeast San Diego who were maybe thinking of going to college to run track. I'd never been coached at the mile, and I had no idea how to pace myself. I knew I was fast, so I kept with those girls for two turns around the track and then, of course, cinderized. The only

coaching I got was on the fourth lap. One of the seniors in my class said, "Relax and take a longer stride," and that really helped. [laughter]

It was a teammate who was just watching, probably the same one that pulled me aside and said, "You're going to have to do the mile." Of course, then I had no legs and couldn't jump. [laughter] So it resonated with me when people talked about lack of coaching for women athletes.

Were there any coaches that did stand out for you, though, at that time?

No, I can't think of one. I was a junior-varsity song leader my junior year and a varsity song leader my senior year, but I can't even tell you who our advisor was. Nobody stood out, although people were nice to me, and I don't remember anybody being unkind. We did have a pretty good gymnastics program, and I also did gymnastics. The balance beam was my primary event.

What kind of organizations were you involved with in high school?

Just about every one you can think of. [laughter] For whatever the honor society was for students, I was some sort of officer. I was part of the student government. I was in German Club, and I think I was in Latin Club. There was a service club called Ka'anoi. (It was some odd word.) I don't remember the origin of that, but I was in my senior year. That was more of a women's social club, so it took me a while to break into that. I'm sure I was active in the program that did the exchange students—AFS, American Field Service. I was just one of those all-around active kids.

Was it expected of you to be that involved?

It was probably expected of me. I didn't feel pressured to do it, but my older sister and brother had been stand-outs in their high school. They had been the first to graduate in classes from Foothill High School, which is where I did my freshman year. My sister's class had been the

senior class for three years. They started the high school with just sophomores and freshmen, then juniors, sophomores, freshmen, and then seniors, juniors, sophomores, and freshmen. So, they had been in leadership roles because of that, and they were very good students. My brother had played basketball and tennis. The example that was set by my older brother and sister was that you were active, but I would have been anyway. I was just that kind of person.

In my family there was certainly no question that you were going to college. It was never, ever thought about. Your whole goal was to get to college. I think my family was somewhat unique in that all of my grandparents had gone to college. My grandfathers both had law degrees, though one of them actually was a rancher and not a lawyer. Both my parents had the model to go to college. My mother didn't finish, as I said, until later, but she did finish. The reason we moved to San Diego was for her to get her master's, so education was something that was a given. It wasn't a pressure thing. It's just that that was, of course, what you were doing. All of my cousins were on the same track but were mostly in private schools that were college-prep schools. (As I said, we were close to them because of the summers in the mountains.) My dad had gone to an Ivy League college, and my mother had gone to the University of Michigan. The model was there.

Going back to the sports in high school, do you remember what different women's sports were available at the time?

We did drill, which is formation marching. So we did drill, softball, tennis, volleyball, and track. I don't think there was swimming. Swimming was very big in Orange County but not in San Diego. I played on the basketball team. I think that's it.

What college did you attend?

I went to the University of California at Berkeley. There was never really talk of doing sports at college. I did take trampoline my

freshman year with a man who had been on the Olympic trampoline team (when trampoline was in the Olympics), and it was really very fun. They had good equipment and good safety checks, and I enjoyed that. Later, though, I was in a serious car accident and broke my back in several places and was learning to walk for most of the rest of my college career. I started Berkeley the fall of 1970, and I graduated December of 1973.

My high school had A.P. classes, so I entered with about two quarters. I took one quarter off and went to New Orleans and basically bankrolled the rest of my college tuition, because I had a really good job there. Then I did both summer sessions, so that compensated for the time off, and the A.P. credits helped me to get out early. Then I took a couple twenty-five-unit quarters, because at that time you didn't pay per unit. So I could, for the same amount of money as twelve units, take twenty-five units. I had run out of tuition money, so I just stacked it all into those last two quarters.

It didn't make for fabulous grades, but I did graduate. Then I worked for a few months and bankrolled being able to go to the Goethe Institute in Freiburg, Germany to study German and be able to do graduate work in philosophy, if I didn't go to law school. So, I still actually did some more studying in Germany, but then I got into law school while I was in Germany and came home.

What did you study while you were at Berkeley?

My major was philosophy, and I really had a liberal arts education. I still had to meet some breadth requirements as a result of the free-speech movement at Cal in the late 1960s before I got there. They had dropped a lot of the required courses, but there were still some required courses for breadth. For instance, I took botany, which I would never have taken but for that. It was one of my favorite classes, so I was always grateful that they made me take it.

Then I took a lot of interdepartmental studies, because I was in a special program my freshman and sophomore years called the residential program. There were two floors of men and one floor of women that lived in the first and

only co-ed dorm at Cal. From the program as freshmen, we took ten units that were considered interdepartmental studies units that were taught in the lounge in the dorm by professors. You can imagine it was pretty unique at Cal for freshmen to get professors teaching classes right there in our dorm. It was focused around European history and literature. Each quarter we had a period of time that we were studying European history and literature, which was taught from three aspects: history, literature, and one of the arts. Either a music or a fine arts professor would be involved. So, we've got those three angles, and we would see it from the different perspectives. So, a lot of my units were from interdepartmental studies with European history as the focus. I wrote a major in aesthetics from philosophy, but because of the financial issues, I would have had to stay another quarter. I was able to then flip what I'd taken to meet the just straight philosophy requirements and get out without running out of money.

It's not that I was dying to leave Berkeley, but it was a fight to make sure that it worked. I did take jobs. I ran the Oski Bear Mobile on campus for a couple of quarters. I had to be on campus at five o'clock loading sandwiches into a little mobile truck and then ran around selling sandwiches on campus with this truck. So, I had some odd jobs from time to time to make it work. I cleaned house for people. It was at a gorgeous house in the Berkeley Hills, and they took good care of me.

Do you remember what was happening with athletics at Berkeley at the time?

I really wasn't involved. I knew none of my friends in the program were interested in sports, but because I was, I used to go to the football games myself. I would walk up to Strawberry Canyon where the stadium is and sit in the card section, and whoever was next to me was my new best friend, whether they wanted to be or not. So, I did watch a lot of the football. I think Stanford was actually quite good then, so the big game was very exciting. I knew one of the football players, because he had played at my brother and sister's

high school. He was playing his fifth year, and he had overlapped with me, so I rooted for him.

I did not go to any basketball. Cal's gymnasium wasn't redone until five years ago, so it was pretty dilapidated then. I know that we had really good track meets. I did see some men's track meets. I have no idea what women's athletics was doing. It was not anywhere visible on campus. I got the campus newspaper. I don't remember reading about women's athletics.

I know basically where they were. I know what building they were in, because that's where the trampolines were, but it was not anything. I couldn't even tell you if there was a soccer team. I don't know. I know where they would have played, but I don't know if they played there. And for that matter, I think men's athletics was football.

What got you interested in studying law?

Obviously, because of the family connection, but one of the things that philosophy teaches you is the analysis of language, which is really a lot of what the law is about. So, it fit naturally with what I had studied. It was something at that time that women were being allowed to do that they had not traditionally been allowed to do. I wasn't so aware of that, and I certainly wasn't trying to break ground. I know, growing up, my father had several women lawyers that were family friends, so it wasn't unknown to me to have women lawyers.

I remember actually one day being at some friend's home—they had a swimming pool, and they were members of our church—and overhearing a conversation between Betty Webber and my mother about the fact that Betty Webber's daughter Connie wanted to be a lawyer, and wasn't that fabulous. That really stuck with me, that being a lawyer was fabulous. So that was the first time I thought, "Well, I should do that, because my mother would think that was fabulous." There were times though, I wanted to cure cancer, too. [laughter]

And is being a lawyer fabulous?

Oh, I love it, yes. It suits my personality. It's very much about problem solving and very

interesting. You get to play with words. Yes, I like it a lot. I don't think it's for everyone, and I think there are a lot of people who go to law school that don't like it, but it's great for me.

Are there any other experiences or memories from high school or college that you want to?

I think somewhere along the way it occurred to me that the real problem was that talented women, smart women, and motivated women were always going to make it. The real problem was that average women couldn't make it. The average man can be very, very successful, but the average woman fails. That really was where I wanted to focus, trying to make sure that the women who couldn't survive in this society were given a chance. I don't know when I figured that out, but I have for a very long time felt that that was where effort should be placed, that it seemed incredibly unfair that really untalented men were so successful when the comparable women had no chance of making it.

Do you remember how Pack PAWS was founded?

I don't think I was involved at all in the founding of Pack PAWS. It started in 1995, from what I can figure. I know that I was involved in the fall of 1996, at least by then. I know that Roz Wright was leading the meeting, and she was the first president. I don't know if she served for a year or two years. It may be that it was founded in 1995, but it didn't really have a board yet. We were meeting up in Morrill Hall, and I knew some of the people there. There were some other women lawyers. I wasn't quite sure what Pack PAWS was doing, but someone had told me I should go and be on the board. I liked to keep some contact with Reno and what was going on, because Reno completely and thoroughly ignores Carson City. [laughter] So I wanted to make sure people remembered I existed because it's good for business. It also meant that I could participate in some of the things that went on in Reno, which

were more sophisticated than what was going on in Carson.

So, I agreed to do this, and it took me a little while to figure out what Pack PAWS was doing and why. But by the second year I was on the advisory board, and I signed up to be on the gender equity committee. That's when Pack PAWS really took on a life for me, because at that point we really focused on the Title IX issues and how far behind UNR was, and how far behind most universities were. We knew that if people didn't start making noise and pressure, it was just going to keep going on like that, because look how long it had been already.

I'm sure that by then I was already a season ticket holder for football and for men's basketball. I don't remember exactly when Ada Gee came on, but when she did, we got involved in women's basketball as to support that program and her. She was very successful for a number of years, so that was a fun ride. It was Ada that helped Vicky Mendoza and myself become scorers, because we told her we were interested in doing that, so she made a connection that let us do that. So we've been scoring I think since 1997. I have pictures in my photo albums of us doing it in 1997, so I don't know if that was the first year, but at least since then. That was really fun, and it got us involved on campus with the entire women's program, because the people who were assisting us as scorers—and we'd set things up and all—were also involved with the other women's sports. With game scoring plus Pack PAWS, we started being more and more aware of the specific situation at UNR.

How is the Northern Nevada Women Lawyers Association related to the founding?

I was involved with the Northern Nevada Women Lawyers Association from the time that I came to Nevada, so somewhere in early 1979. I had served as its president, so I was always in connection with them, sometimes more actively than others. I wasn't involved when Val Cooke brought the issue of Pack PAWS to that group. I would have gotten the newsletter. I would have known that it was happening, but I was

already there. I wasn't brought in because of that connection. I had been brought in more directly, and it was very important that they were brought in, because they did lend a lot of credibility to what ultimately, I think, brought the changes that were made so rapidly and well at UNR, which is that there was the threat of litigation, because you had a whole bunch of women who could actually do it. I think that is what happened. When Val Cooke rallied the forces, and there were people who were capable of carrying out that threat with law firms who could afford it, the decision was made at the administrative level to try to comply. I credit Joe Crowley for thinking that it was better to comply than to fight it and see whether they were forced to do it, and for thinking that they would be able to do it better and on more economic terms if they did it their way than if it were directed by a court.

So that happened somewhere after the self-study. Golf was added—I can't tell you what years what things were added—but golf was the first thing that was added as a result of the pressure. Patty Sheehan certainly made that happen by being willing to serve without pay.

Then Joe Crowley got the brilliant idea of getting the legislature involved to fund the gender equity with, I believe, a million dollars annually. This made a huge difference, because really the issue was money. There were a lot of things going on legally that were sidetracks in the issue, or at least as what I perceive the issue to be. To me, the issue of Title IX is if you're going to let people go to college based on their athletic ability, there is no reason to discriminate between men and women. If your athletic ability can get you a college education, then men and women should get the college education based on athletic ability. It doesn't have anything to do with whether more men are interested in sports than women. It's just to whom do you give free college educations, and that should be dispersed equally. But the practical reality is that if you're going to have a football program, and you're going to allow it to have a hundred kids in it, to have the large coaching and support staff that it takes, and the stadiums that it takes for five home games, then you're going to have a heck of a time doing that on an equal basis.

I never understood why people didn't say, "Oh, well, we'll just make the football squad smaller, and we won't fund as many scholarships for men for football." It's not going to be that we don't have football, and as long as all of the universities have smaller squads and fewer scholarships, they're all playing on a level field and you can then be more equitable in the number of people that get to go to college free or with assistance.

Over the years, we've learned that football is apparently sacrosanct, and that people weren't willing to do that. So that was what we were faced with, and so then it was a matter of finding money from other sources. Dr. Crowley going to the legislature and asking for that money was a great means way to accomplish the ends. So we, as Pack PAWS and as the gender equity committee, certainly supported him in that and did whatever we could to support him in that legislative process. We made ourselves available to testify, if necessary, though he was so good at it that we were never needed to do that.

We did institute Girls and Women in Sports Day as a visit to the legislature in order to support that effort. It's a little hard with all those little girls running around to ignore them and their futures, so that program was our way of contributing to his lobbying efforts.

From when Title IX was enacted in 1972 and through the years, what do you remember being the discourse around it?

That Title IX was not fair because it was hurting men's athletics. As I said, the logic of that never made sense to me, because I never understood why you would let men have free educations for athletics and not women.

Did you see Title IX as a civil rights issue?

I did see it as a civil rights issue, but also just a flat-out fairness issue. Women still don't make money in sports after college. The men can. They should at least get an education so they can have good careers in something else. I do really like those ads that they do on college sports that most

athletes go on to have careers in something else, because they do. There are only so many jobs in athletics, but still those jobs are primarily male jobs. But you should at least let the women get an education and support themselves.

When you were brought into Pack PAWS, who were the members at that time?

I know Roz Wright. I'm pretty sure Joanne Alston, Susan Ball-Roth, Vicky Mendoza, and Val Cooke. Certainly, Angie was involved; Mary Conklin was involved, and Dixie May. Some of these people I was meeting for the first time. Some of them I already knew. That's the group I remember. The group that was on the gender equity committee also consisted of some of those same people. They were primarily the lawyers of the group that were on that committee.

When you were involved, what did you see as the main purpose of Pack PAWS?

I thought there was some conflict on the purposes. For me, the purpose was to see if we could get enough teams to get closer to compliance with Title IX. I did see that money was an issue, and fundraising was certainly important. There was a lot of discontent with AAUN then, which was perceived as a tool of Chris Ault and the football program. There were people we knew in the community that were not going to give money to the AAUN, but would perhaps give money to an organization that was supporting women's athletics. We thought that there were funds to be tapped for women's athletics that would bring new money to the university's program, and that perhaps we could be instrumental in tapping that money.

One of the reasons that Pack PAWS money went to the Foundation, instead of the regents or the AAUN funds, was that we felt that was a safer place. We could get money given to the program and make assurances that that money was not going to be siphoned off to a purpose it was not intended for. It also had a women empowerment purpose to get some of the people like Dixie May

involved, who are women with access to funds. We thought if could get a good old girls' network going that maybe we could find some strength in a group of women that could have an influence in the direction that we wanted to take things. So there was a networking purpose, a fundraising purpose, and a Title IX purpose in my mind, and I think that was probably held by a number of us.

Once you became involved, do you remember how you went about recruiting other members?

I always had a set of pamphlets on hand, so I would ask people if they wanted to get involved or if they could help when I realized they were someone that had some interest in athletics themselves. Typically those were women. I didn't much bother with the men. I also had women partners, and I encouraged them to aid us. Being involved in the basketball games and being at all the games, we would run into people at the games that we would ask to be supportive, if they weren't already members.

That was one thing we did do, or we tried as Pack PAWS, to get people to go and participate at the games. We had, I think, 1,200 people on average at the women's basketball games during that period where we were really pushing attendance and Ada was having her run. So that was something that ultimately would help the program, because where they seated tournaments and playoffs depended partly on what kind of crowds you could get, so we were thinking that we were really helping the team by getting those numbers up. We also worked on publicity. [laughter] We drove the *Reno Gazette-Journal* crazy with our emails complaining about their coverage, or lack thereof, of women's athletics.

In addition to the Girls and Women in Sports Day, what other sort of activities or events did you put on?

The Salute to Champions started very early, so Jackie Joyner-Kersey was the first speaker. I think that was the brainchild of Angie Taylor, who, of course, most of this was the brainchild of. Angie

was very, very important. She is funny. [laughter] She said, "I asked Coach"—that's what she always calls Chris Ault—"if we could have a dinner."

He wasn't paying much attention, and he thought, "Oh, yes, they'll do some little dinner." But, of course, it turned into a very big event and raises quite a bit of money every year. What she had in mind was to have a motivational speaker that was a woman and to get in attendance a lot of young athletes in the community to be inspired. It was a wonderful idea, and it's still a wonderful idea. My favorite thing when I go to the dinner now is that there are so many kids there. So that started as a fundraiser, but also as an inspirational type of evening.

Then we had a golf tournament for many, many years that started at Hidden Valley, and it went to Red Hawk. That was another fundraiser, but also was fun because it was mostly women playing. My husband always played with me—he was a big fan of women's sports. We often got paired with people that we didn't know, so it was a good way to meet other people interested in women's athletics in the community.

We eschewed bake sales and traditional fundraising techniques of women. [laughter] So, we had the dinner and the golf tournament, and then we started the Harvest Dinner and Wine Pairing after a few years just to add something new. There had to have also been a walk. I was not involved in the walk ever. It was very early on. It must have been the first couple of years, so I don't know how much money it made, but ultimately it was dropped because it was not making enough money for the amount of effort that it took to put on. So, our major events were those three things: Salute to Champions, the golf tournament, and later the Harvest Dinner.

Do you give awards of any kind at Salute to Champions?

First, I want to say that the Salute to Champions dinner was able to succeed partly because of the Ansaris annual contribution toward the speaker. I think they have always given at least \$10,000, so that we could get a quality speaker. That's been

really, really important, and their support is not to be ignored. We also gave two awards at the dinner. Not every year, but most years we gave a youth award to an athlete that typically was also good at academics that had shined. Because of the NCAA rules, we had to pick someone who was not in high school. I think we could only go as high as eighth grade under the rules. So, it often was an eighth-grader, though occasionally it was a seventh-grader. So we did the youth award on the whole idea of trying to inspire the other younger athletes that would be at that dinner.

Then we picked an adult from the community that had been instrumental in women's athletics. Those weren't always women, but they often were women. There were a lot of unsung women in the community who had really contributed over the years in ski programs, swim programs, volleyball programs, and some of the sports that didn't get as much attention as maybe softball or soccer that in the long run that we wanted to recognize before they were gone.

As women's athletics has gotten more popular and more publicity, the men have been more willing to get involved in it. Now that they can make some money at women's sports, you're seeing more and more men involved pushing the women out, I think, so we really wanted to recognize women who were there when there was no money in it and no fame and glory. We didn't give that award every year, but we've given it most years.

How did it help Pack PAWS to have its own events like Salute to Champions?

Part of it was going back to that idea that there was a group of people who didn't want to have anything with AAUN, so it was a solidifying event. This was the woman's community and the women were doing this to show that we *could* do it. We could put on a good event; we could raise a lot of money; and we didn't need to rely on the men to do that.

Did the Athletics Department ever warm up to the idea that you would be accessing groups of donors that they couldn't?

I would think the Athletics Department never warmed up to Pack PAWS, except in the very early years when Mary Conklin and Angie Taylor were in the department and were running it. Chris was resistant, but he let it happen, because he was busy. By the time Mary and Angie leave, and Cindy Fox comes, Cindy does not want to be associated with women's athletics. She wants to be associated with athletics, so she was really resistant to trying to do things that were focused on women. There never was much of a love for Pack PAWS. Cindy saw it as a fundraising group, solely, and if it didn't raise enough money for what she could considered to be the effort, then she wanted to stop it.

There was one year that Chris just told us, "We're not doing your golf tournament this year. It's in the way." He just canceled it—never asked our board, never asked anybody. It was just gone. [laughter] That didn't go over very well, so it got rescheduled, but we actually did go eighteen months without a tournament. We were never treated well by the Athletics Department. They didn't buy our idea that there was a group of donors that could be tapped by our group if they would support us, even though during that time period Dixie May gave a number of huge grants. There were other women donors, but I have to say that Chris tapped some of them, Christina Hixson being one of them. But maybe she was willing because there *was* an active women's group. We'll never quite know that. But, no, they didn't buy our philosophy. I don't think Chris Ault would ever really admit that there were people that just flat out didn't like AAUN, but I could tell him that I was one of them. [laughter]

Do you feel that the Athletics Department saw Pack PAWS as a conflict of interest, or that it possibly would compete with AAUN for donor money?

Yes, I think they saw us as a pain in the neck, and that we were unnecessary because AAUN could do everything that we were doing. So, that just goes down to the fact that they didn't think there were people who wouldn't participate with AAUN, and I think they were wrong. I think we did tap people. I give a lot more than I would if

there was just AAUN, and I know there are other people who give more money than they would if there weren't a Pack PAWS. Is it enough money? I don't know, but there's not enough money in women's hands in this economy yet. I don't know if it'll ever be there in this culture, but I thought it was worth trying, and I don't think the Athletics Department ever did. Pretty much they have marginalized Pack PAWS now.

In marginalizing Pack PAWS, have they picked up the task of doing what your organization was doing, or have they pushed all that to the side?

I think they pushed it to the side. How many women do you see on the AAUN board? They're not interested in engaging the female community.

What sort of things did Pack PAWS do in terms of lobbying?

We did write a lot of letters. As I said, the Girls and Women in Sports Day was considered a lobbying effort. We did whatever we could for Joe Crowley. If he asked us to get information or do something, we would do that.

I had one unsuccessful attempt to have a legislative reception one session to invite people over and let them meet the coaches, but that was an abysmal failure. They didn't come, and they often don't, and that was too bad, but we did make that attempt. I think even by sending the invitations around you make an impact, even if they don't actually come to your event. So we did those sorts of things.

I think all that contributed to Dr. Crowley's success over there, though I have to say I think that because he is a big fan of women's sports, he was fairly impassioned in his delivery and was successful on his own. He'll never really know how much we contributed, but we tried.

Whose idea was it to do the busing in of girls for the Girls and Women in Sports Day?

I don't know that I could say exactly. It seems to me that was a synergistic idea that arose out of,

I think, the gender equity committee, so it would have been Mary Conklin, Angie, Valerie, Vicky, myself, Susan Ball-Roth. Maybe Joanne Alston was on the committee at that time.

All the elementary schools were contacted about the event and were told that they could participate, and the buses left from the campus. I believe people had to get to campus. I was always at the Carson City end, so I didn't ever take the bus ride. There were a number of volunteers to supervise. I can't remember how many chaperones there were per kid, but a number of chaperones that were Pack PAWS members would participate. Often if the girls were in a sport that had a uniform, they would come in their uniforms. They would bus them to the legislature. They would go to the floor of the two houses, and they were assigned to the various legislators. So the girls would sit with the legislators and see some portion of a session. They would then gather in one of the big meeting rooms and have a bag lunch, and someone would come and speak to them about athletics or the process. So it was a little bit of a civics lesson, as well as having to do with athletics, and it was really well-received. The girls really seemed to like it, and the parents that I talked to thought it was very inspirational for the girls. So it was a great event.

It is a nationally-set day, so we would try to be as close to that as possible, if not on it. I think it's in March or April, so it's about center of the session. They're not going crazy yet. In fact, they're not really up to full speed yet, because the deadline of closing down a session hasn't come. So it was actually really good timing to go to the session and kind of disrupt the activity for a half hour or so, but it took all morning. They would arrive in Carson by ten and be back in Reno between one and two o'clock.

What were some of the specific problems you were addressing with Pack PAWS?

The fact that there were a very unequal number of women on scholarship, and even non-scholarship athletes, being allowed the opportunity to play college sports. So the specific

issues were the lack of opportunities and the lack of scholarships. There were even programs that had been approved that weren't being used, like some tuition and fee-waiver programs. They could have been allowing some of the women athletes to have a break, but they weren't used. We wanted to make sure that things that were in place were used, and that enough sports were added to allow more women to play and to add more scholarships.

Then there were things that were happening internally with bookkeeping. We were trying to keep track of how much was being spent on women's athletics and what was being spent on men's athletics, and how it was being manipulated in a way to make it look like women were getting more money than they were. We were trying to influence some correction in the accounting so that you could actually tell what was happening.

One of the things I was most concerned about, and am still most concerned about because it hasn't been fixed or focused on particularly, is the salaries for women's coaching, particularly in the assistant coach area. You can't live on that amount of money. Those people are forced to go out and have another job, and that is not true at all for the assistant coaches on the men's side. They can actually live and support some family members on what they're paid, and the women's athletic side is not adequately paid.

The excuse is always that, "Well, they're not revenue sports." But that's not a good excuse, because none of them are revenue sports. Athletics doesn't pay for itself. [laughter] It's never going to pay for itself, so let's be fair about it. We knew that the salary issue was there, and that's where I was hoping we would focus when we had been fairly successful, in terms of getting the numbers of participants up by adding the sports that were added. But around then there was a subterfuge on what we could or couldn't do because of the personnel changes.

When would you say those personnel changes started?

I would say when Angie was demoted to compliance officer.

What sort of budget was Pack PAWS working with?

We had a commitment initially, I think, to give \$50,000 in scholarships. Then that was bumped to \$75,000 and went to \$100,000 pretty quickly. We were raising about \$60,000 in memberships and fees alone, and then the rest of the money was coming from events. We were quite successful really. We got to almost exactly 200 members donating. We were able to raise almost a \$100,000 in membership fees, at least in one or two years, while we were at our fullest steam.

There were a couple of other things that we wanted to support. Women's athletics didn't have any funds to, for example, give themselves championship rings when they won the championship. Whenever the women won a championship, Pack PAWS would buy the championship rings. We also wanted to honor the seniors, and we had a senior blanket program. It was something that they could take away when they graduated and have the rest of their lives to remind them of their athletic career at UNR.

So there were a couple of other things that we were spending money on, but primarily we were trying to meet our commitment to fund women's scholarships. Typically, we were trying to fund a \$100,000 a year in women's scholarships, and we were successful at that in most years when we were given the support.

In addition to the gender equity committee, what other committees do you remember Pack PAWS having?

There was a membership committee that was responsible for coming up with programs to get membership, and then there was the Salute to Champions committee. There was a committee that liaised with the coaches to help the coaches in what they might need, if there was something we could do. It seems that there were other committees, but I was never interested in the other ones, so I don't remember what they were. [laughter]

In terms of the membership, did you have a lot of people who were paid members but maybe weren't

necessarily involved on a day-by-day basis in Pack PAWS?

Certainly. In the years when we had nearly 200 members, there were quite a few people who just paid the \$100. In theory, there were whole groups of women we could have tapped. I don't know why it didn't happen, but there are a lot of women athletes who played for UNR over the century, and we needed to and should have contacted them and tapped them to be just dollar supporters. They didn't need to work, and they were probably spread all over the country at this point, but they probably would have supported it if we had been able to make it a concerted effort of finding them.

In terms of tapping some of those groups like women athletes, was it because of the lack of support from the Athletics Department? Was it difficult to get that information?

That's how I perceived it, yes. I perceived that we really needed the university's help on that, and we weren't really getting it.

How did the group's mission evolve over time?

I think at the beginning we thought, "Let's help women's athletics." Then we thought, "And, gee, we better focus on the Title IX stuff. And while we're doing that, gosh, there's got to be more money." So we evolved from the, "Let's be helpful" idea to "Let's get some Title IX compliance. Let's get some money raised." I'm not quite sure what the direction is at the moment. [laughter]

Can you talk a little bit more about Joe Crowley and his involvement and support for Pack PAWS?

I don't remember Joe being involved directly in the early, early years. As we got working with Title IX, he was someone we knew that, if we got additional resistance from the Athletics Department, we could go to. Somehow he made it known to us that if we were having difficulties, we could go to him and express our grievances. He

may or may not help us with our grievances, but we could at least express them and get his input, and that was really helpful.

So, a number of times we did bog down, and we ended up making an appointment with Joe. Val and Vicky and I went several times. I know Vicky and I went once without Val, and there probably were meetings without me, but we were able to tell him what was going on and what the problem was. Often he gave us a perspective that we hadn't appreciated in terms of campus politics and policies and how things work. That really helped us to see that it wasn't always just because they hated us, or they hated women or they hated women's athletics. There was at times truly some intervening policy, and something that we wanted to happen really couldn't come from that direction, it needed to come from another direction. So, his ability to refocus us and let us understand what was going on was helpful.

Sometimes he also agreed that whatever we were complaining about was inappropriate, and he did talk to Chris Ault, who was usually the person who could fix the problem. He wasn't necessarily always the problem, but he was the person who could fix it. He would meet with Chris, and whatever barrier it was would be lowered or taken away. So he was very, very useful in that we didn't have to bother him so much as have the Athletics Department know that we could go to him and he would listen to us, and sometimes *do* something about what we told him. The fact that we had that access was very helpful in getting things done.

You've talked about this a little bit, but can you talk a little bit more about how the role of Pack PAWS has changed as various administrations at UNR have changed?

When John Lilley came on board, he was not at all focused on the issue. To his credit, he did meet with us and try to make friends with us. However, by the time he came on board, we had made so much progress that there wasn't really a lot that he needed to do to make sure we were still doing really well, compared to other schools (even though we're still not in compliance now

with Title IX). So things slowed down, because he wasn't as interested. It was difficult to get him interested, because we were going to have trouble. At that point we had made so much progress that if you look at the case law on enforcing Title IX, the rate of progress was such that we weren't going to meet the tests for enforcing more compliance, at least not then. It may be the case (and certainly I'm watching out of the corner of my eye) that if we stalemate and don't continue to make progress there will be enough of a gap in the progress at some point where we will start meeting those tests again, if we don't continue to add women's sports and move towards compliance.

John Lilley got here at a time when a lull in progress was just fine for the university, and we couldn't really threaten them with a lawsuit. So, he focused on what he was interested in, which was not women's athletics, and did what he did in terms of reorganizing the structure of the various colleges and departments.

Cindy Fox was already there, and that was fine with her, too, so we didn't have anyone in the department who was interested in expanding women's sports again. There's conversation from time to time about what other sports might be added. Equestrian, bowling, and water polo might have been discussed at one time, because there are facilities for that in the community, and we have the equestrian center. However, nothing has been added now for a long time.

So that administration de-emphasized the need for progress in women's athletics. We didn't really have much clout then, so we were looked at primarily as a fundraising entity at which we weren't particularly that good. [laughter] So the department complexion changed somewhat before Chris Ault went back as coach and left the athletic director position. When Cary Groth came on, she reorganized the department yet again. Under Chris Ault, in the beginning there were primarily people who did men's sports, and there were people who did the women's sports. Then he started to integrate that, so people did both sports. Frankly, from our perspective, all the people did the men's sports, and then some people did the women's sports. We never got full energy on the

women's sports or our fundraising activities as opposed to AAUN fundraising activities.

When Cary came, she really integrated the department so everybody did everything, but again, Cary is also a person that's not going to be focusing on women's athletics. She's just athletics, so it was like an affirmative action issue. Before you're going to get anywhere, you almost have to over-emphasize it, and then let the pendulum swing that way for a little while and come back, and then we'll be equal. But we weren't going to get the pendulum toward women's athletics with this administration. Cary is certainly sympathetic, and she isn't negative, where we felt that Chris was, but she had other things to do. She didn't add to the program the way you might think having a women athletic director would, but she certainly didn't take away from it. When you have the other people involved who were resistant from the beginning, she wasn't going to change their minds, and she didn't. [laughter]

What was the state of publicity for women's athletics when you first got involved?

There was no coverage in the local newspaper; there was no radio coverage; and I don't remember there being any newsletters of any kind. We tried to get our members to email and write letters and complain to the local newspaper when they didn't cover sports, because the women's programs had been very successful. Compared to the men's sports, the women were winning championships, and the men weren't. Really what the public likes are winners. They don't really care if they're men or women, as long as they're winning. They weren't writing about the successes, so we hounded them. We got a lot better coverage when we made concerted efforts to ask for coverage on the newspaper front.

On the radio front, Chris Ault refused to package the women with the men, which is what most universities do to get women's radio coverage for their basketball team. They say you can't have the men unless you do the women, and he wouldn't do that. It ultimately did come down to that, and there is women's coverage now. That's

partly, I think, because of our pressing for that, because it was just ridiculous. He absolutely could have gotten coverage sooner.

It's very important for purposes of recruiting that the kids' parents from another area can listen to their games. That's something that really helps the coaches recruit. We thought that was a tool that our basketball coaches should have, besides which we'd have liked to listen to the games when we couldn't be there.

In terms of print, I'm pretty sure when Vicky Mendoza was president Pack PAWS started its own newsletter reporting on just the women's sports, and it was really fun. She did it on really bright paper, and it was very upbeat. People loved it, and all of a sudden, we all actually knew what was going on. We knew what the rifle team was doing—which has been very successful, and you hardly ever hear about it—and how the swimming and diving and all the sports we could hear about through the newsletter were doing. That was very successful until someone in the Athletics Department decided that whoever was helping us with it shouldn't be doing that job. Somehow in one of the Athletics Department reshuffles, it just completely made that awful, or they took it over themselves. I think Vicky was producing it, and they decided to do it themselves. They were terrible at it and didn't care, and it was no fun anymore. It came on white paper, so we lost interest in it. [laughter]

Now, the current presidents have at least been emailing. We'll get emails as a group about the successes, so we're somewhat in contact. I don't know about you, but I'm overwhelmed by email, so it's not the same thing as getting print coverage with something that's got a cute design or something that sticks out on your desk so you pull it out and read it in a free moment. But, as a result of some of those successes with the newsletters in the early days, basketball has a newsletter, and volleyball has a newsletter that we get also by email. I just think there's a lot more information out there. But it was too bad when we couldn't have a decent newsletter of our own that focused just on the women.

How would you describe your involvement in Pack PAWS now?

Disinterested. [laughter] Right now, I don't know what they're doing that would be something I could contribute to or get right behind. I still think we should be focusing on bringing pressure to bear on the salaries of the coaches, particularly assistant coaches. We should be bringing pressure to bear to continue on with coming into actual compliance with Title IX, not just being the best of the worst. I think we could be instrumental in informing people and changing their idea of what Title IX is about. That the concept of men being more interested in sports than women is even an issue is silly to me. Apparently, though, we need to emphasize the fact that that's not the point. The point is who gets a free education? Do you give more men free educations than women because they're athletic? That's just not fair, and it doesn't make sense. This is about getting an education free. It's not about who likes to play sports.

So those are the things I think that the group could actually be instrumental in doing, but it's not where their focus is. I think they're a little bit more back on the bake-sale stage at this point. That's just my perception.

How would you say your involvement in Pack PAWS has affected your own career over the years?

Badly. [laughter] It's only a problem for me, because it just took a lot of valuable time. What lawyers do is bill time, so any time I spend at one thing takes away from time I could be billing and actually making money for the firm. So, from my career standpoint, I don't think it enhanced my career, at all. It took away from my career, at least my moneymaking ability. I'm not sure that it hurt my career, particularly, but it didn't enhance it. [laughter]

Outside of the time spent, though, were there any negative repercussions?

Not that I know of. I'm sure that Chris Ault is not going to hire me to do his real estate transaction, but there are plenty of people who will. I don't actually consider him an enemy. He certainly knows who I am and knows my name,

but we had to bump into some of the traditional men in the years where we were adding sports. I don't really feel like anybody holds a personal grudge or any kind of a professional grudge over that.

How has your membership in Pack PAWS affected your view of advocacy and activism?

I do think that it was really interesting to see how the threat of litigation, even as unspoken as it was in most instances—it wasn't something that we really talked about, but we represented that threat—was effective. The fact that good advocacy with the legislature resulted in the ability to fund women's athletics was important. It really did show how the process works, and that it absolutely did happen because of the motivating influence of a few people on a person who was effective with the legislature that got the university that million bucks. That was interesting to see that, so I see how it can work. So if there's another cause that I wanted to push, I would have some idea of that process. I think I told you that I spoke at one of Pat Miltenberger's classes, and that was one of the issues that they wanted to discuss—how does advocacy work?—and it is a good example of what advocacy does.

Tell me a little bit about your time as president of Pack PAWS.

I came on as president as Mary and Angie left, and the department hired someone to be our liaison. She was having extremely bad personal problems and was completely incompetent to be working. So I struggled. It was a pretty ugly experience, because I was in Carson City working all day. I was living in Reno then, but I could not go to the university and make sure things happened, and things weren't happening. For me, the presidency was a complete and utter frustration. We continued to advance the cause, and we did fairly well with membership in those years. Actually, I think my first year might have been one of our best years in membership. Maybe it was the second, but I think it was the

first year, and the sports continued to get added. I think, actually, softball probably came on then, but at that point we'd lost our ability to have any cooperation from the department. The one person who might have had the job to help us couldn't help us. She just couldn't get the job done, and we didn't have anybody to go to who cared to help her do it or get rid of her, so that was my frustration.

There's still a lot to be done still, and I hope somebody will do it or figure out a way to get those of us who were involved before motivated again.

DEVIN SCRUGGS

Devin Scruggs: I was born in San Jose, California in 1969. I lived in San Jose all my life, until I went to college at the University of the Pacific (UOP) in Stockton. I grew up in a pretty basic family: mom, dad, older brother. Their names are Dan and Judy Scruggs, and Philip Scruggs. My mom died when I was a junior in high school, right during the middle of recruiting actually. I was trying to decide between playing basketball and volleyball—I had opportunities to play both. At the time, University of the Pacific was the number one team in the country, and they wanted me, so I went there and had a great experience. I certainly was not the best player, but had a great opportunity.

Allison Tracy: What sort of activities do you remember being involved with growing up?

I was definitely involved in mostly sports and music. I played basketball almost all the time but ended up starting volleyball when I was in high school and really got into that. I got into a club program that was in San Jose.

Were you involved in any club programs when you were younger?

Basketball was everything, and I played all of high school and went to camps. I didn't play club basketball—I didn't even know it existed at that time. I went to a private Christian school which was a lot smaller than where everyone else went. It wasn't that I didn't have the opportunity, I just didn't know about it. My family was able to provide us the opportunities to do just about anything we wanted to try, and at that time I was involved in playing the clarinet and the drums, as well as basketball.

I went to Valley Christian High School in San Jose, California. We had a graduating class, I believe, of around ninety. I just had my twentieth high school reunion two weeks ago, and we had over half the class show up. It was pretty impressive.

In terms of competing in high school, were you competing with other public high schools?

We were in a Christian school league so we played against other Christian schools. I remember some of the gyms—one of the gyms even had carpet, which was cheaper. In fact, I'll never forget this: I'm playing in front of the Stanford coaches in a basketball game, and they



Devin Scruggs

came and watched me play in a *carpet* gym. It was pretty exciting to have them there, but at that time Stanford was not a very good basketball program (though they certainly turned into one), and I had my heart set on volleyball at that point.

I think I was pretty fortunate because I came at a time where scholarships were definitely available, and that was the thing to do. It was just getting into the type of recruiting where you were supposed to start writing schools and inform them that you exist. I remember being at my father's office writing this form letter and sending it out to about 300 different schools. Now I do recruiting seminars for kids to help them understand the process, and I needed one of those seminars at that time. You definitely don't want to send 300 letters out. Student should do their own research to find out about the schools that they're most

interested in and that are interested in them, and try to develop a relationship. When I was a student I just sent out quite a few letters. Fortunately I was able to be seen, even though I went to a Christian school. I didn't think I was going to be seen by schools but somehow they found out about me, especially the local schools. I had quite a bit of interest from Santa Clara, San Jose State, Stanford, UOP. Those were the main schools that were looking at me for volleyball and basketball.

In high school, are there any coaches or teachers that had an influence on you?

Yes, there were two. I had a teacher by the name of Ken Vaughan, who actually just e-mailed me recently to say good luck for this season. He was my fifth grade teacher and was also the basketball coach. He was the coach that allowed me to play on the boy's team in elementary school. I was better than most of the girls, and it wasn't that much fun, so he let me play on both teams. It was a fun opportunity and, in fact, I saw many of those boys at my reunion from twenty years ago. [laughter]

I had one other teacher that was very influential in high school who was also the volleyball coach at the time. He was probably one of the most knowledgeable high school volleyball coaches around. Often the high school coaches at that time didn't know that much about the game. The only way you really learned was through the club programs. I had a coach by the name of Larry Nardi, who was also the history teacher. He was a huge influence on my development to play volleyball, and probably on my switching to volleyball.

Being in fifth grade and playing on the boy's team, and throughout your life, did you run into any sort of stigma for being an athlete?

No, I think I was pretty fortunate. Probably the biggest problem was, because I was very athletic and played with the guys a lot, that they didn't want to go out with me. [laughter] I started

having crushes on these boys that I was playing in recess, and even in high school, but we were always “just friends.” We laughed about that at the reunion.

Did going to a private school academically give you an edge in terms of getting into colleges?

I think that it gave me just a broad-based education. It was certainly geared more toward religion and Christianity, so it didn't really give you a broad base of all religions. I didn't get that until I went to college. I wouldn't say it gave me a better academic outlook, but I certainly think it gave me a good broad base. We didn't have a lot of problems at my high school. People didn't get into trouble as much as I think my friends at the public schools did. If someone was drinking at that age, or if someone was partying, it was a really big deal. Where as for my friends at the public schools, that was every weekend.

Valley Christian is a school that goes from kindergarten to twelfth grade. I started there when I was in first grade, and there were people that I went to school with that were there from first grade to twelfth grade. It is a little different from having different elementary schools, different junior high, different high school, where there are some people that maybe you go through school with all the way. Seeing a good amount of people that I went to school with just recently really showed the community that we had at such a small school.

We had one guy that was at the reunion who didn't even finish high school at Valley Christian. He ended up going somewhere else, but he came back to our reunion because he spent so much time with all of us, from elementary school to junior high.

At the time, how big was Pacific (University of the Pacific)? Do you remember how big the student body was?

Very small. I think our student body at Pacific was under 5,000, and I think it is still pretty small.

I'm not sure what the exact enrollment is, but it's a small, private school.

Do you remember what other sports girls could participate in when you were in high school?

I played softball, basketball, and volleyball. We also had soccer and track and field. We didn't have swimming, and we didn't have some of the others.

How competitive were the teams in the league you competed in?

I think they were pretty competitive—we certainly had our rivals. We still got a chance to play the public schools outside of our Christian school league and we did very well against them. I know the school has become a huge athletics program now. In fact, they are in the Catholic school league now, because they needed to be more competitive, and some of the other Christian schools dropped off. I remember always wanting to win. There were the schools that weren't very good, but we certainly had some good rivals.

When did you get to University of the Pacific?

I graduated from high school in 1987 and got a full scholarship to play volleyball at the University of the Pacific. I played 1987-1990 and graduated in the spring of 1991.

The scholarship covered everything that it covers now, which is tuition, fees, room, board, and books. There wasn't anything that we had to pay, with the exception of maybe a dorm fee for making sure that you didn't vandalize anything. On top of that, I also had the opportunity to go overseas the last semester of my senior year and study abroad in Australia, and the scholarship covered that as well.

How difficult would it have been for your family to pay for college had you not had that sort of scholarship?

I was a little bit different than a lot of kids because my father was an accountant. His desire to save and invest was absolutely the utmost importance for his family, so he had set up a college fund for both my brother and me. My brother ended up using it; he went to Cal (University of California, Berkeley) and then went on to law school. I didn't need it, so in return my dad purchased a vehicle for me. My brother is still not very happy about that. In our situation, we were able to afford the ability to go to college, though probably not Pacific. Pacific would have been an absolute stretch to make it financially, even at that time. I believe it was over thirty thousand per year, and it is still very, very expensive.

Tell me a little more about the recruiting process.

I think most of the recruiting actually was a result of schools knowing about me or hearing about me, or me going to their camp. I don't think the letters really ended up doing too much. [laughter] The recruiting for basketball was based upon the local schools finding out about who is in town. I went to a Stanford basketball camp, so that is when they started recruiting me. Long Beach State basketball recruited a little bit, as well as San Jose State and Santa Clara. Those were the three main schools—Stanford, Santa Clara, San Jose—which were all local.

For volleyball I started playing club and when you play club that gives you the opportunity to be seen nationally. I had visits with Cal Poly, Texas A&M, San Jose State, and Pacific.

At that time I was really interested in playing volleyball at Stanford, and unfortunately Stanford wasn't recruiting me. They later recruited me after it was too late, when I had already decided to go to Pacific. It was a great fit and I'm glad I went there. Academically, I had the GPA to make it into a Stanford, but I didn't have the test scores. I think I got a good education at Valley Christian, but my grades were much too high for my knowledge on how to take tests.

In the end, what about Pacific's offer made it desirable?

I think the thing that was the best opportunity for me was that it was the number one volleyball school in the country. It was a great academic institution. The fact that it was private didn't really mean that much to me, but I did like the idea that it was small since I came from a small private school.

The head coach was a guy by the name of John Dunning (who is now currently the head coach at Stanford) and he was also the director of the club program that I played in. So for all of my mentors growing up, and my coaches in club, John Dunning was their mentor. He was the guru of volleyball in a club called Bay Club. So, when I had the opportunity to go to Pacific, that was the end all. That was your goal if you played for Bay Club. If you had the opportunity to play for John Dunning at Pacific you didn't pass that up. I had that opportunity, and the scholarship was offered.

I didn't know a whole lot about what a full-ride scholarship meant, or that you get to renew it every year. I just thought it was a four-year scholarship, which it's not. It's really just a one year scholarship that gets renewed every year. I did enjoy my recruiting trip. I liked the fact that it was close enough for my family to come and see me play. My mom had just died, so having the opportunity for my family—my grandparents, my mom's parents, and my dad—to come and watch me and it be convenient for them, was an exciting opportunity.

What was your impression of women's athletics at University of the Pacific when you first got there?

University of the Pacific had just won the national championship in 1985 and 1986, so coming in in 1987 there were a lot of expectations. We had huge crowds. You were kind of a star on campus immediately. If you played for the volleyball team you were automatically thought of as cool. It was an unbelievable experience. We were outfitted with everything that we needed. We were sponsored and had all the shoes and apparel that were "in" at that time. Since we were the top team in the country we also got a little bit more than the average teams, because sponsors wanted

the top team to be wearing their gear. We really had just about everything that we needed at that time.

If you had been not national champions do you think it would have been different?

I think it would have been a lot different. At Pacific I had a roommate who was a field hockey player, and there was definitely a fair amount of animosity when she would see the things that we received for volleyball that they didn't get in field hockey. They didn't have full scholarships and they didn't have all the gear, so it was a little bit harder for her. I truly didn't have an understanding, at that time, of how lucky and fortunate we were. It has really given me the opportunity now as a coach to make sure that my team is provided for, because I did have those opportunities.

What were all the sports available for women?

At Pacific we had basketball, softball, volleyball, field hockey, swimming, and tennis. We did not have track and field. We didn't have water polo at the time, but I think they do now. I could be missing some, but those are what I remember.

Overall, what do you feel was the amount of support that women's athletics got at Pacific?

I thought we were supported very, very well. Facility-wise we had the Alex G. Spanos Sports Complex, and it was a newer facility. What we didn't have was very good practice facilities other than our main arena, and our weight room at that time was an airplane hangar. They called them the Quonset huts, and it was just this awful weight room. I know they have upgraded dramatically since then, but we didn't have that.

Here is something that we didn't have—I don't know if we didn't have it because of money or because they just didn't think about it—we did not have practice uniforms. We did not wear the same thing. We all wore whatever t-shirts and shorts that we wanted to wear. We did have a manager who did all the laundry so we didn't have to do it, and all of our clothes would end up with numbers

on them. We didn't have practice uniforms, which is something that is pretty common now.

How did the teams travel to different games?

We flew everywhere with the exception of places that were easy to drive. We would always drive to Sac State since it is only an hour away. We flew everywhere else because we were in the Big West.

Did you have anything like trainers, tutors, or that type of assistance?

That was a time where I think the study centers and the academic resources were just starting to become a little bit more prevalent, but we did not have anything like that. We did study hall at the library with a graduate assistant coach. I kicked and fought every time because I hated doing that. [laughter] We did have a certified full-time athletic trainer that traveled with us and we also had a strength coach that was in charge of our program. We had the head strength coach for volleyball, which I think is a little bit unusual for volleyball to have, because usually that is just for football and maybe men's basketball. But we had the head guy, usually, in my four years there.

Do you know if the other women's sports at the time had the same thing?

I think for the most part people were treated pretty equally in terms of the travel, and everybody had a strength coach. They might have had a graduate assistant. I know there were grad assistants that some of the sports had. We had a very big athletic training program there, so some sports had a graduate assistant as their trainer versus a full-time trainer.

Do you remember any sort of disparities with the men's sports in terms of anything that we've discussed?

We were so well taken care of it's hard to know what the men received. At Pacific volleyball was

the top sport. Football was struggling and they ended up dropping the program later. I would say we were even treated better than football, if that tells you anything—we were very well treated. I know, in terms of gear, we had a ton of stuff that was given to us on a yearly basis. Every year we got a free set of cotton sweats and regular sweats from Reebok, and then we switched over to ASICS at one point. With football, I remember some of the guys saying they had to pay for some of their stuff because there were so many of them. If they were a walk-on they absolutely didn't get it for free.

Did you ever have to compete with other sports, men or women, for the facilities?

There were three gyms at Pacific. We had a very small gym next to the main arena, and then there was a practice facility that was in the middle of campus, and then the main arena. I do remember having to be out of practice on time because basketball would come in when they started in October. When we were in season we always had the priority. When basketball was in season they would have the priority in the main arena and we would practice in the alternate facility. Not many places have two or three gyms, so we didn't have that many problems. Other places I coached later, though, did have problems with facilities.

So how did the volleyball team do over the four years that you were there?

I think the worst ranking we had was maybe number twelve in the country. My freshman year we were number one or number two, along with Hawaii. Probably the biggest disparity at that time—this was very, very frustrating, and I'm still bitter over it—was that they did not seed the teams. For example, with men's basketball and women's basketball, they seed all sixty-four teams, one through sixty-four, and they put them on four different regions. So if you're number one you aren't going to see the number 2 team until the Final Four if that's your seed.

In 1987 they were trying to work very hard to get volleyball bigger on the East Coast, because at that time the West coast was dominating everything. USC (University of Southern California), UCLA, Pacific, Stanford, Santa Barbara were the dominant schools. They felt that if they didn't seed the teams then there would be opportunities for teams on the East Coast to get into the Final Four and the championships, which would help grow the sport in the East Coast.

We suffered a huge result because of that. We were number two in the country and Hawaii was number one. We were in the same region, so, unfortunately, they knocked us off before we even got to the Final Four. The top two teams in the country played each other before we even got to the national championship, and that was really unfortunate and disappointing.

Also, at that time you bid for regionals, which they still do. It was all about money, and I'm sure that hasn't changed much. They would do these kind of secret bids for who got to host the regional. Since Hawaii had the biggest crowd in the country (we had probably the top three or four) they would outbid us. We would say that they would buy the regional every year. As a result they got to play in front of their home crowd, and unfortunately we were not able to beat them at their place.

Looking back at your years at Pacific, how would you analyze them regarding the overall status of women's athletics?

I would say that we were treated at the highest level. I felt like we had all of the opportunities and all the support that we needed. Now this is coming from a player who never saw what the budget looks like. As a coach, I know those things might potentially be different, but the impact on us as athletes was always very supportive. We were given what we needed.

I don't know if there were other things that the coaches wanted that we didn't get. I would say the biggest frustration I ever saw my coach have was not being able to get the regional. That was a financial decision I'm sure, from the university not

saying, "Yes we will guarantee this much money to the NCAA to host the regional."

Did you guys get any sort of stipends or anything like that?

We got stipends. If you lived off campus there was a stipend. I don't remember what it was because I lived on campus all four years.

So if people lived off campus they would get that stipend to offset the costs?

I believe that is how it worked, but I wasn't involved in that. In fact, I don't think I ever saw a check of any kind, it was just paid for through the scholarship, and then I would end up getting a meal plan even when I lived on campus.

You talked about not realizing that the scholarship was renewed every year. Was there any sort of threat for you or other people on the team that they may not get their scholarship renewed?

There was never a threat of anyone not getting renewed. I think one year in my four years we were worried about one player quitting. She didn't, which was good because she was an all-American and she was really good. The thought never even crossed my mind. Now as a coach, I know that those rules have not changed since I was a player. We had an incredible run, in which I had one teammate quit in the four years that I played. She was a walk-on, and was a Mormon and decided to go to BYU (Brigham Young University) and just go to school. That is unbelievable, to have that kind of security in a team.

If you have a person playing on your team that for whatever reason isn't doing that well, do they have any kind of protection from being cut or losing that scholarship money?

They do have the protection in that if they do lose it they can appeal. Coaches have to have some kind of documented reason. So, now as a

coach, if I have a player that I think may not make it I will try to document everything possible. We try to have in our rules, our manuals and our policies and procedures the guidelines of what's expected. It is possible to lose a scholarship. You're not supposed to lose it based upon pure athletic ability, but I would say that that does go on in most programs still.

What was available in terms of scholarships for other athletes at Pacific?

We had twelve full scholarships which were fully funded. We had very few walk-ons, because at that time, and still today, UOP is a very expensive place to attend for a walk on. Women's basketball was fully funded, and I believe they were the only other fully-funded team. I don't know that for sure. I just know our sport was fully funded at twelve, and still is, and that has not changed.

How well did you do academically at UOP?

I studied communications and I did very well. I think my overall GPA was a 3.8. It came pretty easy for me, probably too easy. I probably should have challenged myself a little bit more. I often tried to take easy classes. I was very competitive and wanted to get good grades, but learning was not my first priority. I wanted to get good grades. Later, when I went to grad school, I changed my focus a little bit to not care so much about the grade, but tried to actually learn the material. I think I probably learned more in the two years of grad school at San Jose State than I did in four years at Pacific and that's my own fault.

At that time, what sort of GPA did you need to maintain to stay on the team?

I have no idea. [laughter] I was not even close to having that as a worry. The coaches loved it because they didn't have to worry about me, and I usually got all of the academic awards. Most of my starting team that I played with were all-

Americans and I was the academic all-American. We kind of make fun of that because I was not a strong enough player to be a volleyball all-American, but I had the academics to do that.

What did you do in college besides sports and studying?

I was a little sister for SAE (Sigma Alpha Epsilon). The Greek system was a very, very big part of college life at Pacific. As a female, you were either a little sister in the fraternity or in a sorority. I couldn't stand the concept of the sororities. I would much rather hang out with the guys, and so I became a little sister and had a ball. It was great.

Is there anything else that you want to reflect upon about your experience as an athlete in college?

I think the biggest thing is that by playing at a school where the focus on the sport was so positive I decided I wanted to continue into the profession. A lot of my friends who played at other schools didn't have as positive an experience and the last thing they would want to do would be to continue playing volleyball or coaching volleyball. I'm really, really pleased that I chose Pacific—John Dunning was a huge impact on my life as a coach because of his leadership as a mentor and his helping me go on in this profession.

So you graduated in 1991?

I finished playing in 1990; we went to the national championship and lost to UCLA in the finals. I left a month and a half later, right after Christmas break, to Melbourne, Australia. I completely left the whole sporting world behind and immersed myself into a different culture. I lived with a family there and didn't pick up a volleyball for five months. I did play on the basketball team in Melbourne. I just had a phenomenal life experience living overseas.

What did you do after college?

I would say that was probably one of the most stressful times—trying to figure out what to do with your life when you are done with college and you don't have a career planned. At that point I did not plan on going into coaching. I had planned on going to Australia and trying to get on the professional basketball team there; that was my little mini goal. Instead, I just played on the college team because I didn't get to play basketball in college.

So I came home not knowing, really, what to do. At the time, my best friend was a student-athlete at San Jose State, so I offered to volunteer there. I knew the coaches because they had recruited me also. I lived at home and volunteered and just worked my way into a position.

Midway through the volleyball season in 1991 at San Jose State I decided with the coaches there and with some other influences that maybe coaching was a route that I could do. I had started a program at San Jose State to get a math degree to be a teacher. At that point broadcasting was out the door. My major was communication and I had done an internship at a news station and hated it. I realized that's not what I wanted to do, but just finished the degree anyway. At San Jose State I worked in what was at that time the second assistant position, but it was really a restricted-earnings position, and because they didn't have any money I was actually on scholarship. I took one of the twelve scholarships, and that's how they paid me. They didn't give it to the players. I didn't quite realize that until later, also. I had a stipend just like I did at UOP, and that is how I survived financially. I moved out of my dad's house and then decided to do this coaching thing full-time.

What was your first full-time coaching job?

At San Jose State I was a grad assistant as I was going to school. I then started a master's program and really didn't do much in the office. I probably should have done more, but I really didn't know what to do. I was just pretty clueless at that time. The coach was leaving at San Jose State, and there were some jobs open other places, so I started

putting my resume in to three different schools. I put it in to Northern Arizona, Colorado State, and Notre Dame. It happened that the Notre Dame head coach was friends with the San Jose State coach that I was working for. They needed a second assistant, and at that time it was called restricted earnings. The most you could make was \$12,000 a year and an extra \$4,000 a year in camp money.

I went to Notre Dame. They also had a very financially stable program, but the rules were saying that you couldn't make any more money. They moved me out there and they paid for absolutely everything—a full, total move. I ended up working there just one year as a second assistant, and that's really where I learned how to do the whole coaching thing, because there is so much more than the gym.

UNR was not even a thought for another four years. From Notre Dame I got an offer to come be the first assistant at UC Berkeley. That allowed me to come back to the West Coast to have a full-time job, and to go from \$12,000 to \$30,000 was a huge jump, and so I took that. Obviously, being in the Pac 10 (Pacific 10 Conference) and being on the West Coast in the Bay Area, I couldn't have asked for anything better at that point.

I moved after only being at Notre Dame for about nine months and they were not happy with me that I left. Moving was what I felt was the right thing for my career. Financially I was going negative every month because I still had the spending habits of somebody that was on scholarship and being helped by mom and dad. It was just nice to really be financially stable on my own, without the help of my family, and Cal provided me that opportunity. I was there for three years, and the job at Nevada opened up. I applied for it and got it.

1997 was my first year. I was twenty-seven years old, which is really, really young. I was twenty-seven when I was hired and just turned twenty-eight when I started. I don't think they realized that. I think they probably could have figured out how old I was, but most people don't graduate in four years from college, which I did,

so I was a little bit younger. I have a twenty-three year old on the team, so I think of me as a twenty-seven or twenty-eight-year-old head coach, which is not much older than some of my seniors right now. That's a little scary.

UNR was an opportunity to be a head coach, and the salary was certainly a little bit more than what I was making as an assistant at Cal. UNR was also the opportunity to run my own program and to be in a conference that I loved, which was the Big West, and also to be near Tahoe. We spent all of our family vacations growing up, before my mom died, in Tahoe. We would go skiing. That was a big part of my family life, so to coach near the vacation destination that we used to go to was pretty neat.

When you became head coach who was the athletic director?

Chris Ault was the athletic director, and Angie Taylor hired me. Angie was the senior woman administrator and assistant athletic director. She was number two in command.

What were your first impressions of UNR when you got here?

I loved it, even going from Cal to Nevada, where the Pac 10 was a stronger conference than the Big West. Supposedly the UC system was stronger academically, and it absolutely is very strong, but when I came here they were just opening the Bremer Study Center. That was huge—we didn't have anything like that at Cal. They had a study center that was for all students, not just for athletics. So to have that was great.

I felt like the athletic programs here were very well supported and we were able to function on the budget we had without any problem. I grew up in a family with an accountant, so being very meticulous about where the money is, where it's going, and how much you're spending is my everyday life. I learned to be very conscientious of where you spend money. I probably spend too much at times, but I definitely know exactly how

much I have in a bank account and how much I have in my budget. Still to this day I keep track of it very, very closely.

I believe I came to UNR right when they were combining the athletic program to be one program versus men's athletics and women's. I got here just when we were transitioning back, because it used to be all women's athletics. Angie was in charge of just the women's side and Chris dealt with the men's. They used to be very separate. The men were up here at Lawlor Events Center, which was the area where all the men's sports were, and the Old Gym is where all the women's sports were. It was that way for a little while, until Legacy Hall was built.

When was Legacy Hall built and, at least administratively, the teams came together?

That is a good question. I don't remember. I want to say that that was probably in 2000.

How aggressive were Angie and Chris Ault in terms of supporting women's athletics?

I thought Angie was extremely supportive. There were certainly comments here and there that Chris Ault was not as supportive, and I don't believe that. I think he wanted success for all of the sports and he certainly was at the top in terms of financially deciding what sports got what kind of money. I think that this program was in pretty good shape, even when I got here. The previous coach had had some problems, but I didn't feel like the budget was too low. I felt like we could do what we wanted to do with it. At the same time we were able to get a great donation from the Weigand Foundation. In 2001 I was able to take my team to Europe, which is a huge, huge bonus. We are trying to find the money to do that this year.

What was your budget the first year?

The first year our operating budget was a \$102,500, which was just operating. Most of that goes to team travel; that does not include scholarships, or salaries. Also at that time my

second assistant position was just finishing the restricted-earnings position. They had just done away with that, so I think he was making \$16,000, but that position has now almost doubled.

At the time that you came here, and also over the years, are there any administrators or coaches that you worked with that stand out for you?

Angie Taylor, by far. Angie Taylor has been one of the biggest advocates for women's athletics and women's sports. She shows her passion every day when you see her, and even now that she is not involved with the university anymore she still keeps in contact with me. She is still somewhat of a mentor I think.

We had a promotion one of my first couple of years where the first fifty people in line got dollar drinks at the concession stands. Well, we sell everything at the concession stands, from soda pop to water to beer, and our games became very, very popular because we were successful. So people would start lining up when the score started getting close to fifteen. At that time, when we didn't play rally scoring, we were just playing fifteen, and the crowd would start lining up very early. We ran out of beer after the first game—or maybe it was after the second game—and Angie literally got in her car, drove down to Seven-Eleven, and picked up three or four cases of beer to bring back so that the promotion would continue for the next game, because she knew we were going to win. We still laugh about that story. Here the athletic director is running out to the store to get the cases of beer to make sure that our promotion was still going to be good. I think we had plenty of soda pop but, boy, they were going through the beer. We don't do that promotion anymore, unfortunately. Every year I try to get it back, but they won't do it.

When you first got to UNR how do you feel the implications of Title IX were accepted and dealt with on campus?

I have been pretty fortunate in all the places that I've been—all the places where I played, both in high school and college, and all of the

universities that I've coached at—were very supportive for the most part. I think Nevada has shown some huge strides in the equity of women's athletics and the opportunities. We've added golf, softball, and soccer since I've been here. None of those sports existed when I got here. In some ways it's made it a little bit harder because the pool has to be spread out a little bit more.

We used to get the full-time, certified athletic trainer. When soccer came on board they decided that soccer was a higher-injury sport and that they needed the full-time trainer, and that volleyball needed the graduate assistant. I love our trainer—she's been great—but we haven't always had good grad assistants. When we had the full-time trainer it was always a good thing. That's been one shift in terms of, "You have to share. There are more sports now, so you have to share the trainers."

A lot of the chroniclers that we've interviewed have noted the change in thinking in the early 1990s towards women's athletics from something that was either non-existent or considered silly to becoming more valued. Do you feel like that was the case?

I think certainly there has been a little bit of a shift. Like I said, I've been in pretty positive situations for women's athletics. With Angie being such a huge advocate for women's athletics, she made sure we were provided the things we needed.

In 1998, my second year, we went to the NCAA tournament for the first time in the history of the University of Nevada volleyball program and women's athletics. In fact, last year soccer was the first women's soccer team to go. Women's basketball hasn't been yet. It was a pretty exciting time, and we had donors go with us. They ran out and got us these cool jackets to just support our team and to show how much they cared about us. That was pretty exciting.

Over the years what kind of support has volleyball had from boosters?

I think the biggest improvement that you see with our program in the last ten years is in facilities. I notice this a lot with my new assistant

that was just hired, who was also a former player in 1998. She was the center on the team that took us to the first NCAA tournament. We have an absolutely beautiful locker room now that we didn't have before. A part of it was funded through capital improvements from the university, as well as fundraising. It's fantastic. There is a leather couch, a ten foot screen, a full size refrigerator, and a sink. It's like a living room and a kitchen. The player lockers are beautiful with lots of room and space. It has air conditioning in a very old building that was difficult to get it into, but we got that donated. So that facility is a huge upgrade from what it was, and it's also been a big recruiting tool.

We also have a brand new floor. The original floor from the Old Gym was replaced about four years ago, and we have all new wood in that gym. We have new lighting in the gym. The Weigand Foundation also donated a fair amount that went toward the upgrade of the facility where we have new bleachers. The sound system is new. When I say new I mean new since I've been here from 1997. All of those improvements are huge, and that's not even counting the buildings on campus that keep popping up.

The E. L. Weigand Foundation has done a lot for women's athletics. Do you remember any other people from the community that have been particularly involved in sports?

Dixie May was a huge supporter as well. In fact, she came to Hawaii with us in 1998, with that first team. She's been a huge supporter of our program and Nevada athletics for as long as I've been here.

Dixie's donated to women's athletics as a whole, where I know we have had the opportunity to make use of that. We are continuing to ask her for money—daily it seems like. She donated a million dollars to women's athletics when I was here initially, and that went to the whole program.

The Weigand Foundation did a donation with women's basketball. We were able to get on the back end of that, and I believe we ended up with either \$40,000 or \$60,000. \$40,000 of that went to our Europe trip.



The volleyball team's locker room.

What is the main facility that volleyball uses?

It used to be called the Old Gym. Since there have been so many new things they decided that that wasn't the best name for it, so they changed the name to the Virginia Street Gym.

Right now, what do you think are the major women's sports at UNR?

I think that women's basketball will always be one of the top sports because of the comparison that they get to have with men's basketball. The one unfortunate thing for volleyball is that we don't have a men's sport to directly compare to. I would love to compare ourselves to football and have the kind of budget or the salaries that they

have, but unfortunately we don't have a direct comparison sport.

Since you came here in 1997, have you seen any changes on the emphasis UNR puts on being competitive and recruiting?

The recruiting is done individually by each sport, and there are different trends for every sport. Our sport is dramatically different than softball or track. It's a little bit closer to women's basketball in that we are sometimes two years ahead in recruiting. We are in October of 2007 right now. We're done recruiting for 2008, and we're almost done for 2009. It's a huge difference, because kids make decisions really early. If there is a mistake in recruiting the problem is that

there's usually not a good player to replace that person for another two years. So it is a big problem when somebody leaves, quits, gets cut, isn't good enough, or gets hurt. This creates bigger problems in our sport because the ability to replace them with a quality player takes about two years.

For volleyball, most players will know January or February of their junior year where they're going. It's very early for our sport. We made offers in the summer to sophomores—made *an* offer I should say—and it's huge. That offer might be through a coach, because you can't legally even talk to them unless they call you.

Why do you recruit athletes so early?

The trend really started with some of the premiere programs because they started making offers early, and kids started making verbal commitments early. Then their teammates saw somebody make a commitment early, so then they decided they had better get on the ball and make a commitment too. There was this huge domino effect. It's an enormous problem in our sport right now because there is this pressure students put on each other to make a decision. That puts pressure on us as coaches to make decisions and put offers out. There are kids that are making decisions and then realizing they've maybe made a mistake, so then they go and change. It creates a lot of problems.

Do you ever run into those late bloomers that in their senior year suddenly seem to be really on track?

Certainly you see that, and a lot of times those are the players that we recruit because we may have to take a chance and hope that they are going to get better their senior year. When they get here, either they do or they don't. Sometimes we make mistakes and sometimes things come out right.

When you came to UNR, what conference were we in?

Big West.

What conference changes have we made over the time you have been here?

We moved to the WAC (Western Athletic Conference). I cried on that day—I literally cried. It was so upsetting to me because the Big West at that time was probably the second or third best volleyball conference in the country. It allowed us to play at Pacific, Long Beach, Irvine, Cal Poly, Santa Barbara, Fullerton—all the L.A. schools. We recruited out of L.A., and it was easy travel. It's one of the reasons why our budget was so affordable to do everything, because we didn't have to travel that far. It was really tough going to the WAC. The entire volleyball and baseball staff were in mourning for a couple weeks after that.

Do you think that it has been at all detrimental to the volleyball program in the long run to move to the WAC?

In some ways, yes. Fortunately, the University of Hawaii is in the WAC, and they are the top volleyball program in the country with regards to support and fan support. It's a huge deal to be able to recruit to Hawaii. Where we have gotten hurt is we've lost the Southern California market that we used to have and it's still one of the top markets for volleyball.

I think the WAC is greatly improved since then. Initially I thought it was very weak, but the WAC has changed since even our first years there. The members have changed a little bit. The WAC is much stronger, and it's much more competitive now, so it's not the negative impact that we had initially. The hardest thing is who we don't have. Not so much a matter of who we have. It's just not having the L.A. teams hurts the recruiting part.

Nevada has made some huge strides in a lot of our sports, so the WAC is very strong in volleyball because of Hawaii. I think it's very strong now in basketball because of Nevada. Our football program has gotten much stronger because of Boise and Nevada. I think we are really emerging as a conference, but it's still a difficult conference to play in because of the travel—it's very expensive. Unfortunately, our budget

increases haven't caught up with the increases in travel, and that has made it very difficult to keep that budget together.

Do you think that the status of coaching a women's team has changed over the last few decades?

I think it has definitely become more desirable. I think it is something that you don't realize when you are in it sometimes. This morning I was at the post office, and I saw one of the women that works there—she's been there a long time, and I've been at UNR a long time.

She said "Hey Devin, how are you? When is Hawaii coming to town?"

I've never met her, and we've never said, "My name is Devin . . ." But she knew who I was and what sport I coached. I handed her a schedule, and I said, "Soccer is on one side; volleyball is on the other."

She said, "Oh, I'm a volleyball fan."

I said, "Great! Me too, that's what I do."

It's those kinds of interactions where you realize that people really do notice, and they do care. They may not all come to the matches, but they have a pretty good idea of how you do or at least your reputation.

Last year we did not have that great of a year, but in the past we have been very strong, and people would automatically just say, "I hear you have a great team."

I would say "Well, actually, this time we're struggling," but the reputation was that we were a strong team. I think the excitement for the athletic program as a whole has increased. It helps when some of the men's sports become stronger. I think what Trent Johnson and Mark Fox have done for men's basketball has helped all of us because of the strength and success of their program. It gets people talking about the university.

Do you think that, financially, coaching a women's team has caught up with coaching a men's team in terms of salaries?

For volleyball you can't compare, because men's volleyball and women's volleyball are so

drastically different. Men's volleyball doesn't even have five full scholarships to split between the men. Women's volleyball has twelve, so we are much better funded than the men in volleyball. My salary doesn't compare to a women's basketball salary. Women's basketball is almost always going to be stronger or higher, regardless of whether we are going to the NCAA tournament or not.

Do you think that it's fair that based on what sport you coach, you're going to get a different salary?

I don't think there's anything that's completely fair. I think the administrators try to do the best they can within the market as a whole. It's probably better not to compare too much within a department. I think that can cause animosity and problems. I went to a conference over the summer and an A.D. was speaking, and one of the best things she said was, "Don't compare yourself to women's basketball—they're not on your schedule. Compare yourself to the other teams in your conference who you have beat and who you have to recruit against." Those are the teams, the salaries, the budgets, and the types of programs that we try to compare to rather than within our own department.

It's hard not to sometimes, but for the most part it's probably better not to. You look at the top men's sports where they actually bring money in, and they're by far—by hundreds of thousands of dollars—paid more than the women's coaches. I'm not sure that's really the best thing either.

What is an average day for you as a coach?

The changes in technology have helped and hindered, I think. E-mail is probably the biggest time-consuming item of my day because there is constant communication between recruits, vendors, players, and staff. There is a pressure to make sure everything is in writing. If somebody asks something of me I ask them to e-mail it to me. If there is a problem with a player I ask that my staff or I e-mail and have it in writing so that there is some sort of documentation of it. My day consists of about 75 percent office



Devin Scruggs on the sidelines.

and administration work and about 25 percent coaching.

Does that ever change when you're on-season versus off-season?

Yes. We start in August, and we end in November or December, depending on how far we go. In eleven years—this is my eleventh season—we will not have one single weekend off during the season. So, from about August 10 to December 1, there will be zero weekends off. I will be working Thursday through Saturday and traveling on a Sunday, or maybe have a Sunday off. When friends or family ask me to do something during my season the automatic answer is, “No,” because the most I will have is a Sunday. Occasionally, my

staff and I will take Monday mornings off. We'll take game days off too. This interview is being done on a game day because this is when I have the most time.

When you first got to UNR, what was the state of the volleyball program?

They were about a .500 team and had one very strong player returning, as well as some other key players. My staff and I recruited the top fifteen recruiting class in 1998. That's the team, as a bunch of freshmen and a few upperclassmen, which went to the NCAAs for the first time in the history of the program.

We were able to turn it around very quickly. I think all of the elements to have a successful program were intact. We had a facility; we had a supportive athletic director; we had the money that we needed. It just needed somebody who knew how to bring in some stronger athletes and how to train them. That's what they brought me in for and we've been pretty successful with that.

How many scholarships do you have to work with?

We had twelve in 1997, and we still have twelve—the full complement the NCAA allows.

Do you ever break those up at all?

Not legal. We are what's called a counter sport as opposed to an equivalency sport. A counter sport means that you have twelve scholarships and there are only twelve people that can be on scholarship. Even if I don't have full funding for those twelve scholarships, I can only have a maximum of twelve players on scholarship at any one time. It would be great to have eleven players on full scholarship and split a scholarship between two players but I can't legally do that.

Do you carry more than twelve people?

We try to carry fourteen or fifteen players, and maximum of sixteen. The rest of those players would be walk-ons.

Do they travel with you?

We in the volleyball program—and this is not consistent with all sports, even at this university—attempt, if at all possible, to treat our walk-ons absolutely equal with the scholarship athletes within what we can do legally. They get the same amount of gear and uniforms. They have the same requirements with study hall and the same requirements with everything in terms of getting in trouble or doing the right thing. There is no difference. There is also no difference between who gets to travel and who doesn't. They compete for those twelve travel spots because there are only twelve travel spots, and that does not mean that a scholarship player will always travel ahead of a non-scholarship player.

When you have an in-state player versus an out-of-state player how does the scholarship work in terms of covering out-of-state tuition?

That's a good question, because we are fully funded. I can give all twelve scholarships as out of state if I wanted to, which is huge. I have never been told, "No, you can't give this person an out-of-state scholarship."

Now, with our recruiting, most of the kids are coming from the West Coast—either California or Nevada. So, with that we have a lot of in-state players and/or players using the WUE (Western Undergraduate Exchange). Right now, on a team of fourteen players with twelve scholarship players—I'm actually only using eleven right this second because a player quit and I just haven't been able to replace her with a scholarship player—I have two out of state kids. The rest are either in state or Western Undergraduate Exchange students.

Have you always been fully funded versus having a scholarship budget that you had to work out of?

I don't know if the program had that before I got here. I think they did, but one of the stipulations when I got here was that I would have twelve fully-funded scholarships. We have had

the opportunity and the budget to fund whatever we need.

What are the equivalency sports on campus?

Baseball, track and field, softball, I think skiing, but I'm not sure. There are other sports that are equivalency. Now that is not a Nevada rule, it's an NCAA rule. It just means they have a certain number of full scholarships that they can split between as many as they would like.

So, if they want to bring in someone from out of state, that is where it gets tricky for them because it's possibly going to cost them more money?

Yes, and I don't know the funding of the other sports, or if they are fully funded as out of state. I am guessing they are not, but I don't know that for a fact.

Athletic scholarships are complicated, and it changes by sport in some ways too. Our recruiting calendar is very different from men's and women's basketball. We have a calendar that's pretty open where we can recruit almost the entire year, with the exception of a few weeks in December, January, and May. Other than that, we can go off campus and recruit. Women's and men's basketball have very short time periods in which they can go off and recruit, and the entire staff can be gone. I like the way we do it better because it's a little bit more spread out, and we don't feel like we all have to out on the road and be gone for ten or twelve days at a time.

Does the fact that you have twelve fully funded scholarships give you an advantage in recruiting over other teams?

I would say that for the most part our sport is growing throughout the country, where most schools are now providing full scholarships. The advantage is probably over some of the California schools in which they are still limited to in-state recruits. They might have twelve fully funded in-state scholarships, and maybe they are given two or three out of state. A lot of the state schools in

California, in order to bring in a player from out of California, had to use two scholarships. I wouldn't say it's a big recruiting advantage because it's not something that's talked about that often. Most recruits don't have an idea of how it works so they wouldn't know that it's an advantage. They know how nice your locker room is and whether you're a Nike, an ASICS or an Adidas school. Those are the things recruits seem to care about more often.

Who sponsors UNR?

We are currently Adidas. Men's basketball is Nike, which they just changed. We are not sure what we will be next year.

Typically, from year to year, how many in-state versus out-of-state players do you have?

We usually have approximately two or three out-of-state players, probably two or three in-state players, and the rest are Western Undergraduate Exchange (out-of-state students who pay in-state tuition).

How is the pool of volleyball players in Nevada?

In the state as a whole I would say it's very average. I think this state is probably geared a little stronger towards basketball than volleyball. We have just one club in the Reno area. There is one club in Truckee. There's a satellite club in South Lake Tahoe, and there's one club in Carson City. In San Jose alone there are probably thirty clubs, so it's very different in our area. We just don't have as many kids interested in this area as there are in northern California and southern California.

What is the budget for volleyball now?

We are now at \$140,000, so it increased a fair amount, but we've also moved to the WAC since that time. That has been a huge challenge, trying to budget going to Hawaii every year, going to New Mexico State, Louisiana Tech, the Idahos, the Utahs. It is a dramatically different cost than it was ten years ago, as well.

Considering the conference shift, do you think that volleyball is financially in a stronger or weaker position?

I would say that it is about the same. We are working towards having to do a lot more fundraising. It's just a matter of our budget hasn't caught up with the costs for travel. We're not the only team to deal with that. I spoke with John Dunning at Stanford and he raises over \$50,000 a year to accommodate his preseason. Their school starts much later, so they have to house their kids for over a month. Other schools, even some of the top programs in the country, still have to fundraise.

When does the NCAA allow you to start official practices?

There is a very complicated rule regarding when you get to start. It's based upon when your own institution starts school and when your own team has their first match. Some teams, even though their first day might be on a Wednesday, might not start that until a Friday.

Our first match is usually less than three weeks after school starts. It's very short period of time. During the preseason we play on the weekends, just Fridays and Saturdays, and on the conference matches we play Thursday and Saturday. Tonight we play here at seven o'clock against Fresno State.

What sort of conditioning do you expect of your athletes to do on their own?

They are expected to lift, to go running, to do jumping plyos [plyometric exercises], and to play while they are in their summer break. Unfortunately, I can't monitor any of it. Our strength coach can monitor the lifting and conditioning, but we cannot require them to go.

For this season, when do you guys practice?

We practice every day during the week that we don't have a match or that we're not traveling, and



The volleyball team stretching in the Virginia Street Gym.

we practice approximately two to three hours. If these are practice days and not a match we practice Monday, Tuesday, Thursday, and Friday from 2:30 to 5:30, and on Wednesdays we practice 6:30 to 9:00 P.M. to accommodate for some class conflicts.

Our biggest conflict is class times for seniors who need certain classes that aren't offered at certain times. The fact that we have a facility, and men's and women's basketball have their own, eliminates a ton of problems that I know other schools deal with come middle of October.

Within the WAC, who are some of the main rivals that the team has?

Our biggest rival is probably Hawaii because they're the best. We have developed a little bit

more of a rivalry with New Mexico State because they are not usually the best sportsmanship team that we play, so our teams always seem to want to beat them even more. Hawaii is very nice. They are very competitive, but they're respectful. We like Hawaii because at least in the last ten years they have been very strong in that sense. There is a little rivalry with San Jose State I think because I used to be grad student there and coach there, but maybe just for myself.

How many games a season do you have?

We usually play approximately twenty-eight to thirty matches in a season. Usually, about half of those are away games. This year it's about two-thirds. We are on the road a little more than we

are home. When we have away games we leave the night before, or the day before. After we play we would come home the following day.

One of the biggest differences or changes that I'm seeing right now—and I know this is happening in other sports as well—is in getting teams to come to Reno to play in the preseason for a non-conference game. For conference matches they are forced to come here because there's a set schedule. Preseason is done by coaches to try to get tournaments or sponsorships. That's been the hardest challenge, because everybody wants free rooms, and many teams want cash if they are going to come play you. It used to just be, "I'll come play you and you come play me next year."

Recently I had a team commit to come to play in our tournament where we are guaranteeing them eight rooms for three nights at our expense. Hopefully we would get that in trade, or get a sponsorship, so it doesn't actually come out of our budget. Well, they just got an invite to go play at Nebraska (University of Nebraska) who's going to give them eleven rooms for three nights and ten thousand dollars. So the ante is going up in terms of costs. Nobody really wants to go play in Lincoln, Nebraska, but if you're going to give someone ten thousand dollars and save them that money on their budget they might just back out of their commitment to Nevada. You're seeing more and more e-mails from coaches trying to lure teams to come play in the preseason with cash.

In terms of travelling, what's the most typical mode of travel to get places?

We fly everywhere with the exception of Fresno and San Jose State. That trip is usually a combo trip where they are together and it's easier to charter a bus. We have the flexibility to leave after the match and just get back early the following morning.

Do you have any trainers that travel with you on the road?

We have a graduate assistant trainer that changes every two years.

How would you say that your facilities compare to the facilities at other campuses?

I would say we have one of the best home-court advantages in the country. I think the Virginia Street Gym has been redone very, very well. There was just word about three weeks ago that we are in the master plan of the university and they are going to keep the Virginia Street Gym in athletics. There was talk of building a new facility for women's basketball, volleyball, and a practice facility for the men. That has apparently been axed to just a practice facility for the men, the women, and potentially us, plus a summer camp area gym. That means the Virginia Street Gym will be the full-time volleyball facility even for the future. With that there are some things that I am hoping we will do to finish the improvements that we started.

What was the Virginia Street Gym like when you first got here?

It was very dark because of the lighting. There was kind of an orange coloring in the gym, because the floor was very old and had been redone so many times that it was not a good floor. The bleachers were old, rickety bleachers that would scratch the floor when you pulled them out, and they would always come out crooked. They were not comfortable because there were no seat backs. The only thing that still exists that's old and that really needs to change is the permanent basketball hoops that are up there. We are hoping with some funding, and some security that we are going to be in the gym, that we can get some moveable basketball hoops.

How is college volleyball played?

We have six people on the court and we play a rally score meaning a point is scored every time somebody serves. We play to thirty for games one, two, three, and four; and to fifteen for game five. Best three out of five wins.

It used to be traditional scoring where you just played to fifteen. Then they changed game five to

rally, and then they ended up changing the whole scoring to thirty.

How many staff members did you have when you first came here?

We were fully staffed at that time with a first assistant, a second assistant, and a volunteer who was a combo volunteer and a manager. When I first got here the coaching salaries were at \$16,000 and approximately \$30,000, and they have moved to just over \$30,000 and just over \$40,000 now.

How has the amount of staff members changed over the years?

The numbers have not changed. We still have a first assistant, a second assistant, a volunteer, and at that time the managers received full stipends. Now they have actually backed that off because more and more of the sports are getting managers. Again, the pool has broadened. I used to have two managers that were on full tuition scholarships and now I have none. They have to work their way up to a tuition scholarship.

With first assistant coaches, is it for them a full-time job? Do they make enough?

It is absolutely a full-time job. They can make it as a full-time job without supplemental salaries, but most of them do have a supplemental salary. They either coach club, or in the case now, one of them is married, so they have a dual income in their family. I would say that it is doable to coach full-time with their salary and live in Reno.

Has that changed over the years?

Yes. With the guy that I had the first two years, he was trying to raise a family. He ended up having a child right after he got here and \$16,000 did not accommodate him appropriately. He ended up having to leave because of the finances.

How visible do you think volleyball and women's athletics is at UNR?

I would say it's fairly visible. We have had quite a bit of success, especially since 1998 when we started going to the NCAAs. I think we've



A volleyball game in the Virginia Street Gym.

become a little bit less visible as the men's sports have become more visible. Men's basketball was really struggling, and football was struggling, for the first five or six years I was here. Now, both of those sports have turned it around, so I think they have gained a lot more support and notoriety. I wouldn't say we have lost notoriety because of that, but I think it's just died out a little bit.

There are certainly marketing people and promotions people that are trying to get word out. We are doing different things. I would say it's a staffing issue more than anything. When we added all of the sports we didn't add as many new marketing and promotions people, so those same people have to work a lot harder to try to accommodate all the sports. It's watered down a little bit in terms of administrative support and support staff.

How has fundraising for women's athletics developed over the years that you have been here?

When I first got here we were talked to a little bit about giving the fundraising people what we needed. They said donors want to know what they are donating to and what it's being used for. We would say "We are looking to raise this much money for this Europe trip," and then we would go out and try to fundraise for it. The basic concept was that I'm a volleyball coach, not a fundraiser. If I can raise funds, great.

That trend has changed, and we are certainly being asked to fundraise more; in my evaluations I'm given the numbers in which I bring in fundraising, and I've never had that before. It was always, "Here's your budget. We're the fundraisers. When we need your help we'll let you know."

It's a little bit harder, because I'm not trained in fundraising; I'm not a development person. I don't think I would expect our development people to come on to the volleyball court and all of a sudden try to learn the game of volleyball and teach it. In some ways I would like to have a little bit more guidance and a little bit more specifics as to what I need to do. I think public speaking is a huge, huge thing in our business. Learning how to speak to groups and even how to just develop a

relationship is important. It's still a little bit gray as to if we are supposed to be fundraising actively or if not. They don't want us to go out and actively pursue donors that they might be working on themselves. I would say I'm not quite sure exactly what I'm supposed to be doing.

Can you tell me more about your recruiting workshop?

I do recruiting seminars for club programs. I do that in the spring when there is a little bit more time, and when the club programs are getting into their full seasons. It's legal for me to go off campus and talk to them, as long as I'm not talking to them about Nevada specifically. I'm really just giving them the rules, guidelines, and tools that they need to help promote themselves. For the top players in the country schools are going to go to them. The vast majority of players need to sell themselves, and they need to know how to do that.

Some of the things that I guide them to do are making use of the media and doing it correctly, such as eliminating the text message tone of an e-mail. I got an "LOL" once, and I found out that meant "laugh out loud." For me, that was "lots of love." I thought, "What does this mean? I'm getting lots of love from a recruit?" She was talking to me like I was her sixteen-year-old friend, and I'm not. I'm an adult who really wants to see if they can read and write correctly, and if they are going to make it in college.

One of my biggest tips that I give them is to write their e-mails and their letters with good grammar and punctuation. I absolutely notice it when a recruit misspells things in their e-mails, or when they don't use good punctuation. It gives me a slight red flag as to how they are going to do in college.

Is there anything else about your experiences as a coach that you would like to reflect on?

I think I've come from a time period where I had the opportunities as a player. I was not in the era of no opportunities and no scholarships. I was very, very fortunate because I came into a

program that was fully funded. I have had the opportunities in all of the schools I have coached at, with the exception of San Jose State, to be in very well-funded programs that gave me the opportunity to do the things that I thought were important for the program to be successful.

I've had the opportunity to be in a pretty strong program and to grow it even more. For a university to put money into a gym that's primarily used for one sport is huge. This isn't an all-encompassing facility that we use. It is a back up facility for men's and women's basketball, an occasional practice facility for our dance and cheerleaders, and it is the primary facility for volleyball. So to have that kind of money going into it for a new floor, new bleachers, new lights, new scoreboard, and a new locker room is a real tribute to the support of our program and of women's athletics as a whole.

Can it be better? Always. Do you want more? Always. I'm very appreciative of what's been given to me and what we've been able to afford as a program. At the same time I'm always going to want more for my program and will keep searching. They are always going to want more out of me as a coach.

Do you think of yourself as "an athlete," or do you think of yourself as "a female athlete"?

I have never been asked that question. I would say as an athlete. I don't feel like I personally have had the experience in which the men got more, or the men's programs were supported a ton better. I'd say it's happening maybe a little more now than it has throughout my entire career, because you're seeing the success within our own programs. I look next door, and women's basketball has all these brand new flat screen TVs, and I think, "I kind of want one of those." They fundraised for it, though, and I haven't fundraised enough. I have to get used to what it's like to have to work a little more for the money that we need to keep the program going where I want it to go.

The person you see yourself as today, how has athletics shaped that for you?

It's been a huge part of my life. What I've noticed more in being a head coach and teaching young women is how much other things in life are out there. Not everybody is 100 percent "volleyball is all I care about." You're seeing a lot more diversity in interests. In some ways that's great and in some ways it's a lot harder. You are seeing more and more kids get burned out, and more and more kids decide that this isn't what they want. Some kids expect the scholarships now. They expect things that we got, but I don't know if we expected it.

We have to go backwards in some ways to help teach these players the importance of work ethic and the importance of working for what you get. And I have to learn that too. I think we were given a lot in our budget, and now that the travel has increased and the budget maybe hasn't increased to the same level, all of a sudden, as a coach, I have to work for some things that I wasn't used to working for.

Is there any one experience or any part of your past that you feel directed you towards coaching?

I would say the main influence was my head coach from college and the experience I had as a student-athlete. Not to put down people that haven't played, but I think it would be very difficult to do what I do without having that experience. I think from being a female playing Division I athletics, to coaching as a volunteer, a second, a first, and now a head coach, I've had every opportunity to see it from every angle. If I were an administrator I think it would be imperative to have played and to have been in my shoes because I know what it feels like. It doesn't mean that every administrator has to have played, but boy it would be nice to have an administrator and/or coaching staff member to have been there before.

How important is it to you to provide the experience that you had as an athlete to the athletes you're coaching now?

I think it's incredibly important. We have a mission statement that we wrote for our team.

It was written after probably four or five hours of conversation from our staff to make sure that it was written the way we wanted it. I'll just read it to you:

“The Nevada volleyball program is committed to providing a positive athletic, academic, and social experience for each student-athlete. Our goals on the volleyball court are equally matched by our desire to prepare the athletes to succeed in all aspects of their lives whether it's winning a conference championship, achieving academic honors, or developing life long friendships. Our team will devote the time and effort necessary to optimize each player's collegiate experience.”

That is based upon, really, two of my staff members being collegiate athletes and knowing, for example, that there was a party on Friday night, a volleyball game on Thursday night, a test on Tuesday—all of the different choices that we as athletes had to make. It is more than just academics, it's more than just volleyball, it's more than just the social life. It is all three things encompassed together.

How many of your current athletes do you think may not have been able to attend college if it weren't for an athletic scholarship?

I would say over half. We have traditionally had a pretty mixed group of financial backgrounds, but definitely we've had the lower end in many cases.

MADELINE KENYON

Madeline Kenyon: I was born in Pittsburgh, Pennsylvania. When my mother was attending the World Series, she suddenly had labor pains and rushed off to the hospital. I was born, and I have been a baseball fan ever since.

Allison Tracy: And what's your team?

The University of Nevada Wolf Pack! I have season tickets, and I like it. I lived on the East Coast all of my life, until 1998, when we moved to Reno. I went to Wheaton College, a small liberal arts women's college in Massachusetts, where I majored in chemistry and physics during World War II.

What did your parents do?

My father, James J. McMahon, was the president of an advertising agency in New York City. My mother, Madeline Walsh McMahon, was a registered nurse who never worked. She was always home when we were young. Women didn't work in the 1930s. I was born in 1925, and in the 1930s and 1940s women didn't have jobs; women stayed home and took care of their children. My father and mother were married for well over fifty

years, very pleasantly. We lived on the north shore of Long Island, very comfortably.

Did you grow up on Long Island?

I grew up on Long Island. I thought anything west of the Hudson River had stagecoaches and Indians. [laughter] I had no idea there was anything west of New Jersey.

What sort of activities do you remember doing growing up?

My mother was a strong woman, although you weren't necessarily allowed to be strong in those days. She couldn't swim, but she made very sure that we could swim. There were three girls: Madeline, Patricia, and Janet. She made very sure that we could swim, that we had dancing lessons, horseback riding lessons, and went to private summer camps in New England.

I went to a very nice public school in Manhasset, Long Island. It was a small school, K through 8, and then 9 through 12. In high school we had a women's athletic program—well, women's extracurricular activity program, I would say. It wasn't interscholastic by any means. This

was the late 1930s and 1940s, and I graduated in 1942 from Manhasset High School.

What sort of sports would you play in this extracurricular program?

I played everything you could play.

What was popular at the time for women?

We had field hockey, three-and-three basketball, and tennis. It was not an impoverished town, but rather a relatively wealthy town. We had everything you could ask for in the way of activities, not in the grammar school, but in the high school. I played every sport, and I was president of the Girls' Athletic Association (GAA). We had Sports Night. Ever hear of Sports Night?

The girls in the high school were divided into two teams, the orange and the blue, and we had inter-team activities in basketball, tennis, and swimming all year long. Then the first of June we had Sport Night where we got together in the gymnasium and did gymnastics, volleyball exhibitions, and tumbling. whichever team won an event got points and took home a trophy; this was the beginning of winning accolades for being able to do something.

Was the competition for Sports Night just within your high school?

Absolutely. It was within the girls and mostly the senior girls. Freshman girls started, and then as you progressed up, you became captain of the orange team or of the blue team, and eventually became president of the Girls' Athletic Association. The Girls' Athletic Association met once a month in the cafeteria—I'm amazed at this, now that I think about it—and we ran the intramural programs of the high school for the girls.

What was happening with athletics for men at the time in your high school?

Of course, they had interscholastic programs. They had football and basketball, and lacrosse

was very big on Long Island. We had baseball, but lacrosse was *the* sport for the men, and football was good. My husband played center on the football team; he weighed 135 pounds. They had to let him in, I think. [laughter] They needed eleven boys, and one of them had to be the center.

Was the GAA supported by the high school?

It was supported by your student activity fee. We had a budget. The budget bought cookies and drinks. You supplied your own gym suit, and you got a blue suit or an orange suit, depending on which team you were on.

Were any teachers involved in helping with coaching or anything like that?

We had a physical education teacher. She taught all the girl's physical education classes at the high school and coached everything for the girls. The men, of course, had a football coach, an assistant football coach, a basketball coach, and so forth. They had a big office. Miss Bickel had one little office with one desk and one chair.

How were sports and athletics for girls approached, or seen, at the time?

At that point, in the 1930s and 1940s, I don't know how sports were seen. It was just a fact of life in our house. If you wanted to do something you did it. My mother was always home when I got home from practice. In those days you walked home from practice, two or three miles, and got home at six o'clock at night. They also had the school newspaper and the school yearbook. There were many activities you could take.

How were sports thought of? They were just a part of a very active, extracurricular, high-school program. You weren't a "jock" if you went for sports. You still went to the dances, and you still had steady boyfriends. You could be in the choir, as well as on the badminton team.

Did a lot of people attend the Sports Night?

Nobody ever came to the games, but Sports Night was a big deal. Everybody went to sports night: parents, girlfriends, boyfriends. They filled the gym completely.

Can you tell me a little bit about how World War II affected women's athletics?

I graduated from high school in 1942, six months after World War II was declared, so I guess in the spring of 1942 we had no interscholastic activities because of gas rationing and so forth. I then spent four years in Massachusetts in a segregated women's college that was way out in the middle of nowhere, so we had no intercollegiate activities whatsoever. I would assume the rest of the country didn't have any women's intercollegiate activities either.

I do know that universities such as Pennsylvania, where my husband went and was in the ROTC, had intercollegiate football and basketball. There were intercollegiate teams, but they were manned by ROTC students. They were light teams—they weren't full teams, but they had full schedules.

Growing up, did you run into any of those ideas that women were more fragile, or that sports were too strenuous for women?

I didn't, no. I guess we were at a very liberal high school. You bring this all up to me, and I have never thought about it particularly. Women were accepted as women and as people. I guess in basketball, for instance, we were considered a bit more fragile, because there was the "three-and-three." You couldn't cross the center line; you certainly couldn't ever dunk, and only the forwards could shoot the ball. But field hockey was pretty active; you ran up and down full speed.

I was going to ask you if you had ever encountered sports where they had different rules for men and women.

Women were considered less competitive because of the play-day atmosphere. You weren't

mean and nasty to your opponents. You wanted to win, of course, but you didn't want to win and beat the other people up miserably. They had the mercy rule.

What was the philosophy behind having play days?

I suppose it was that women were more friendly and social. It was a social event more than a competitive event where you had to win at all costs. Indeed, we did play hard to win, and we always wanted to win, but as soon as the game was over you shook hands and then shared a cookie and glass of punch. The coaches were the same; they were friends. Even into my college days, you took your team to play, but some of my best friends were the coaches of the other teams. I don't know if the men coaches hate the other ones. [laughter]

Understanding that you went to an all women's school, was studying chemistry and physics acceptable at the time?

There were music majors, philosophy majors, Greek majors, and Latin majors. Chemistry, physics, and biology were there. It was the beginning of women, perhaps, going into medicine, and the sciences were coming. They weren't there yet, but from 1942 to 1946 it was beginning to be accepted that women *could* think.

Unfortunately, at Wheaton College, the women who taught physics and biology were old maids. They were not considered to be fully female, and they were not young. They were stuck off in little women's colleges. They believed that they could produce women that—here I am—could achieve something. Wheaton was all female faculty, and the female faculty were required to live on campus. Their room and board was considered part of their pay. They were required to eat meals with us.

So, not a lot of freedom, I guess, in that existence.

That was how it was accepted, not only at Wheaton, but at Wellesley College, Mount Holyoke

College, and Beaver College in Pennsylvania—any of the women's colleges. I imagine Mills College in California was the same.

You mentioned the chemistry and physics teachers being old maids. Was that a common thing for women who were teaching in college at the time?

They were all single. There were several men that taught philosophy and cerebral The president of the college, of course, was a male, and he lived off the campus. (I don't remember, at Wheaton College in 1942 to 1946, a married teacher.)

You mentioned that there weren't really interscholastic teams, but were there any sort of sports or activities?

Yes, we had interclass activities. It was where I started working on synchronized swimming. There was a swimming pool, which is probably the reason I went to Wheaton College, and it was all women. My father wanted me to get away from the guys. I got my Red Cross Water Safety Instructor certificate. That was very important in my career, when I got that certificate. We had a synchronized swimming team, but it was not competitive, probably due to gas rationing. You couldn't go anywhere. We had class swim meets, class tennis tournaments, class field hockey, and class basketball games. We didn't have softball, but we had archery. I have pictures of the poor girls in their knee-length tunics doing archery.

What were the outfits like that you practiced and competed in?

Then we had navy, knee-length shorts—bloomers—a white midi blouse, and a navy tie that one wore. I still have the tie. I have pictures of these things.

Was it hard to compete wearing a tie or that was just how you did it?

You were used to wearing bloomers, and they were really bloomers—they ballooned on your knees.

During those years, were sports considered a secondary activity to other more "important" things for women?

Not to me, but it's possible they were to other people who were more interested in the newspaper or the literary magazine or the choir or the French club. This is what I liked to do, and I always liked to do it. I like to compete. I like to play. I like to move.

Did you find that that was the same for your sisters?

My next sister, who is three years younger than I, was very much the same, yes, but not quite to the point I was. Then there was a younger sister, maybe eight years younger. I lost her when I went to college; I didn't see her growing up. I was sixteen, and she was eight when I went to college.

Were there any sports that stood out for you at that time as being more enjoyable?

Well, when I went to college, I really liked the synchronized swimming, and I was a lifeguard for twenty-five cents an hour. The lifeguards were self-help programs. They supplied you with wool bathing suits that you had to choose between size 34, 36, or 38. They washed them in the college laundry. When you went to the locker room—it was a big room, and that's all it was—there was a shelf of grey wool bathing suits. This was long before nylon. I don't know why we didn't drown in them, now that I think about it. [laughter]

I would imagine that those would create a lot of drag.

I had laboratories, and the day I didn't have a laboratory I was out playing field hockey or swimming. Mostly swimming—that's what I really liked to do. I did work hard at my studies, though. I *had* to.

How did you get into chemistry and physics?

I liked it. I did relatively well in it. I went to college planning to be an English major, my father being in the advertising-agency business. However, I took chemistry I, I liked it, and I did well. The next thing was that you minored in physics; it was a combination. I never took art, history, or music, and I regret that now. I was too busy taking chemistry, the required English, two languages, and history courses that you had to take for a liberal arts education.

Growing up, and during your time in high school and college, did you see any changes in athletics for women?

I really can't say that I did, because when I was growing up it was World War II, and that was a completely different era. Everything stopped in World War II. I graduated from college in 1946, and I didn't see any change.

I want to ask you about your time at Drew University, but can you fill in that gap between when you graduated from Wheaton and when you got to Drew?

My boyfriend was in the service and he came home in the spring of 1946. I graduated in 1946, and we had been writing letters every day for four years, so I guess we decided we would get married.

Before that, I said to my father that I thought I would like to go to Wellesley and get my master's in physical education. One could do that, but it was a very rare occasion. They didn't have many masters in physical education for women.

He said, "Wonderful! Who's going to pay for it?" Well, that sort of brought me up short. I had no money.

So, Frank—my husband—and I decided to get married instead. We got married in the fall of 1946, and I went to work for Merck Pharmaceuticals in their research and development department while he went back to the University of Pennsylvania and finished his degree, which was quite normal in those days.

For women to start working and help their husbands get through college?

Yes. He cooked, and I came home on the subway. He is still a better cook. Then, eventually, he got out of school, and our son was born, and I became a full-time mother at that point. I listened to the Philadelphia Phillies in the summer of 1949, the Whiz Kids and so forth. Television was just coming in, and television made a big difference in sports altogether. It brought it into your house.

We lived a simple life of him going to work and me taking care of the little son, and then a daughter came along—Starr Campbell is her name now—and she's another story for you. We moved to a town called Livingston, New Jersey, where my husband finally settled into the paint business, and we bought a tract house.

We took the kids to the circus in New York City one day at Madison Square Garden—it was a township event—and on the bus on the way home the recreation manager of the township was sitting in front of us and said, "You know, we need a swimming pool in this town," and my ears lit up. At that point the kids were beginning to go to school—one was in kindergarten, and the other was coming along—so I joined the Livingston Community Pool board, and we built the swimming pool.

It was very interesting in that twenty of us knocked on doors and asked for money from the citizens of Livingston, presented the town with \$50,000, and said, "OK, now you dig a hole and make a swimming pool." It was one of the first community pools in the country, and it was completely financed by \$35 from each citizen of Livingston, New Jersey. It's still there.

So then, they needed teachers. My kids were excited, and at that point, I thought they should learn to swim certainly, and get out of the backyard.

So, who was going to teach? I dug up my old water-safety certificate from Wheaton College and said, "I could teach swimming." I volunteered to teach swimming in this community pool, and that's where it started. I taught little kids to swim,

and I enjoyed it very much. It got me out of the house. I was not a great housekeeper. The kids and I went to the pool everyday almost in the summer, and I taught swimming.

Then in 1957 we lived in Morris Plains, New Jersey. They had a community pool, also. I looked at my water safety certification, and it had expired. I thought, "Uh-oh, I better do something about this." At night I went to a place called Drew University, which was offering Red Cross certification to anyone, a water-safety certificate, and I renewed my certificate.

That was in the spring of 1959, and by chance the only women's physical education teacher at Drew had just left the Wheaton staff and come to Drew. We chatted a bit, because she saw that my certificate was originally from Wheaton, and it was pretty old by now. But I passed, and I did well. I could still swim pretty well.

Then, in the fall, like Labor Day of 1959, she decided she was pregnant and wanted to quit teaching. They only had a couple physical education classes, and she said, "I know somebody who could teach swimming, Madeline Kenyon." I was sitting on my front porch sewing a dress for my kindergarten daughter and up drove the Director of Athletics from Drew University, who said, "We would like you to teach swimming two hours a week in the afternoon from four to five, and we'll give you \$2,000." And this was going to be my money, my *own* money, and really the first money I had earned since I left Merck in 1949.

How old were you at this point?

Thirty-four, give or take. When I was looking through this stuff I found my first paycheck, and I was making \$200 a month. I enjoyed it. After Barbara left, I got into that office, and that was the camel's nose under the tent. They gave me a desk and some pencils and papers, and I said, "You've got to have more than just a swimming class for these people. You can't just do that." That's how Drew University women's athletics started—with that water-safety certificate at Wheaton College.

From the time that you started teaching the swimming class, how did it progress to you getting the different positions you had at Drew?

You realize, of course, I had no physical education training whatsoever, but I believed in myself and that I could teach something. I understood badminton and tennis. I had played all these sports, so I figured, well, I could teach them. Nobody else was there to teach them. It was really just self-confidence.

Swimming was a requirement—students had to pass a swimming test. So, I guess that's really why they hired me. You had to pass a swimming test to graduate from Drew. It was twenty-five yards. A lot of people couldn't swim that far, I guess.

Did you convince them to let you start teaching other sports or get a position that allowed you to do that?

There was some upheaval in the men's athletic department, but I was steady; I was there. I said, "Now, we really ought to have field hockey." I knew I could play field hockey, and I was pretty sure I could coach it if I could get a book. I talked to people, and I read. I was never a very good coach, but I believed in what I was doing, and I believe women should have the opportunity. That was the key word: opportunity.

My husband built the goals, and we played on fields that weren't even athletic fields—it was the front lawn. We would carry the field hockey goals over there every day for practice. I found another couple schools that were pretty much in the same boat. One was Centenary College, a women's college again, that wanted to have some activities for their women.

Intercollegiate sports were not well received, but Centenary would send a team down, and then Fairleigh Dickinson in Madison, New Jersey, would send a team down. Slowly, over a ten-year period the other schools in the state—Princeton, Rutgers—were beginning to recognize women.

Was it helpful being in New Jersey and having a lot of colleges close together in a dense population?

Absolutely. One day when I was at an AIAW meeting, Ginny Hunt from Montana or Wyoming—I don't remember which exactly—said, "I have to go six hours to my nearest opponent." On the East Coast I was a half a mile away from mine. Ginny Hunt had real problems, and I think Illinois and the Midwest did as well. In those days we were still traveling in yellow school buses. That's a long ride in a yellow school bus.

For me, there was a strong group in New Jersey of women that knew what they wanted—opportunities for their women. We had to get together and ride in the school buses, if necessary, and just slowly nibble away.

How long did you coach field hockey at Drew University?

I coached field hockey at Drew for twenty years.

Do you have any memories or stories from that time? Did you learn anything from coaching a team?

I learned that I wasn't a very good coach. I had a family, and I don't want to blame it on my family, but they were, and still are, very important. I couldn't recruit. Let's start with that. I didn't have a recruiting budget, so I had all walk-ons. That's what we had in those days, because women didn't go out and speak at banquets. They didn't have women's sports banquets in high schools. When we finally got a young field hockey coach, and when she got a budget she spent half her time on the road recruiting.

When was that coach hired?

It was after Title IX. I coached, I guess, until 1978 or 1979. The reason that she came on was that we weren't winning, simply because I didn't really have the background necessary. The

background that I had made it possible to have a team and to support it for a while. We weren't winning, though, and I wanted to win at that point. I figured it was time that Drew University got some winning teams.

I made very good friends in those years. I still have very solid relations with many of those women. Probably the biggest compliment I ever had was at the Hall of Fame dinner. A young girl, Mary Stringfield, came up to me and said, "You know Mrs. Kenyon, we never won much, but we never gave up." I'll remember that as long as I live. We never gave up, and that's what I taught them, I hope. It's a good eulogy.

What different positions and titles did you hold over your time at Drew?

Well, I worked my way up. Drew University, fortunately, gave me faculty position. I started as an adjunct something or other and was made an instructor. I put in a couple of years as an instructor, became an assistant professor, then became an associate professor. Eventually I became a full professor, slowly but surely, because I did good work. I also served on the equal opportunity boards and the student judicial board. I did my fair share of faculty committee work, as well as being on the national AIAW board. When I retired they made me emerita, and then eventually they put me in the Hall of Fame. I was the first woman in the Hall of Fame. They have been very good to me.

I ask this not to imply that you weren't putting a lot of time into your job when you started, but when did your job at Drew become a full-time position?

It gradually went from two hours a week to four hours a week. To be an instructor, you were required to teach physical education twelve hours a week, which meant four classes. It doesn't sound like much, but in the mid-1960s I became full time. My son was in high school, and my daughter was in eighth grade or so. Until my son got his driver's license I hired a Drew student to

pick them up at school. If it snowed I didn't go to work, so she didn't have to go to school. When I was on vacation, she was on vacation. They made very good friends with the college girls.

The college girls peeled the potatoes, ironed my husband's shirts, and saw that the table was set on the afternoons that I didn't get home until six o'clock. The two children grew up, and mom worked. I was the only woman on the street that worked, but I worked. It was just a part of their life, and they accepted it.

Being in the college business I got out of school in those days early for Christmas. A public school teacher got out the day before Christmas, but I got out a week before, and I was off a week afterwards. Drew University didn't start until the middle of September in those days, and the public schools started on Labor Day. The kids got a running start on public school before I went back to work. It was a very good job for a woman, except that now you have to recruit and really put in a lot of time. Cary Groth has a job I wouldn't do for anything in world—it's a seventy or eighty-hour-a-week job. She has to be at basketball games, and she has to be on the phone at 9 a.m. to talk to somebody about a contract the next day. It's a very hard job for a woman.

Was directing physical education a separate distinction from being the women's athletic director?

I had a full-time faculty position the entire time; you still taught, even though you got involved in developing an intercollegiate athletic program. Title IX came along in 1972, and I had been there for twelve years by then and had developed some sports and a good women's athletic association.

When I first went to Drew the Women's Athletic Association was funded by the student fees, and the student board told you what your budget was going to be. It was a group of students that decided that the field hockey budget would be \$100, and that became ridiculous. The men had a separate athletic fee, and they did their own budgeting. They had extra coaches and

everything—outside coaches, assistant coaches—which women didn't have.

Eventually another woman joined the staff, and she coached tennis. Then a third woman joined the staff. This was over ten or twelve years. We finally had three women. I was full-time, and they were half-time. They coached and taught a little. As I stopped teaching double time they picked up my load.

I just kept saying, "We need an opportunity. We don't need equality. We're not begging you to have five coaches, but you've got to give these women an opportunity to play. They want it, and they deserve it. They need a field to play field hockey on. You can't just put them down on the local middle-school field. That's not fair. I want a field!"

I guess the president of the university one day said, "OK, Madeline, you can have that field. We'll level it for you, and we'll line it."

They bought us real goals, and put them up. Until then I lined the fields, as most women coaches did, and saw that the water and everything got out. We got a manager for the team that took care of things. We got different uniforms for each sport, and we finally got a washing machine. Before, I took the wash home after every game, and I did all the uniform washing. That was not unusual, whereas the men had a manager that did the laundry.

We had one locker room for the women. The men had a varsity locker room, a visitor's locker room, and the physical education locker room. We had only one locker room, so that when the Centenary basketball team came to play, and our team was there, they all showered together. When they wanted to have a coaches' meeting at halftime Drew was down at this end of the locker room, and Centenary was at that end, but the men had the three.

I said, "This isn't fair! You can't keep doing this!" They listened, but not happily. They were fair enough to know that, eventually, it was going to happen, and it had to happen. Then Title IX came and said you *must* give opportunity. Well, they gave opportunity to go to meetings and things,

but they didn't pay for it. It got to the point where they had to subsidize the women.

Before you had come on, what was happening with women's athletics at Drew?

It was play days and Powder Puff practices. Women practiced where they could, when they could—seven o'clock in the morning or at dinner time. I know at Drew dinner was served from six to seven, and it wasn't a cafeteria, it was a sit down dinner. If the women's basketball team wanted to practice they didn't go to dinner, because the men had the floor from 4:00 to 6:00 every day.

I remember reading about this idea of an educational model for women's athletics, versus a commercial model for men's athletics. Women's athletics was seen as much more of a character building thing, and was tied in more to physical education departments, whereas for men it was focused on competing on a team and getting the college money. Did you experience that difference at all at Drew?

The students that played really wanted to express themselves. It was self-confidence building for many of them. I had two girls that joined the fencing team, and they were the meekest, quietest, shyest girls you ever met in your life, but you put that mask on them, and they went at the other girls. [laughter] They developed the fencing team, because they felt so sure of themselves, and eventually they overcame being meek.

These two girls, who really came in and said, "I can't play basketball—I'm not big enough. I can't play field hockey. What is this thing with the fencing?" So they tried it, and they discovered that they could *do* things. That was a good thing.

I think men always felt that they were superior athletically to women, and if you gave a woman a chance to be an athlete, she would fail at it, because she doesn't go to practice all the time. If her stomach hurts she doesn't go to practice. And it was true. If there was a chance to go to a house party somewhere, she wouldn't go to the conference tennis tournament. Men really felt

quite superior to women, and they were worried about women taking away some of their male "macho."

Women who were physical education teachers just liked to play sports and liked to encourage other women. A lot of people bring up the problem of lesbianism in sports—a very difficult problem. I said to myself one day, "Well, you know, Charlie, the basketball coach, can go down to the local bar at night and talk to other men, pick up women, get married, and so on." A woman coach couldn't do that. A woman coach goes to the Holiday Inn when she is with her team and she can't go down and have a beer with the guys. As a result, they became friendly with other women. Now, whether there was latent lesbianism or not, I don't know. Maybe they were forced into it—not forced into it, directed into it, but because of the situation, and that shouldn't be a problem.

If you became a woman athletic director or coach in the 1930s, 1940s, and 1950s, you were not considered feminine. That's too bad, because those women were women. But that's my own opinion, and it's something I've struggled with for many years. Many of my very good friends are lesbians. Whether they are out of choice or necessity, I don't know. I never pursued it with them. It never bothered me one way or the other, except that I didn't like the way they were treated.

It seems as though it's a double-edged sword in a way. Socially, it would have been shocking for them to go down to the bar or go to places where there were men and co-mingle. Then, suddenly, by spending time with other women, there were these accusations of being lesbians. It seems like a Catch-22.

It is. And I didn't mean to get into that part, but it's a serious problem.

It's definitely an issue. Part of asking about stigmas for women involved in athletics is discussing being accused of being "butch" or being accused of being a lesbian.

A good friend of mine is a women's athletics director at a university in the United States, and her friend has retired, and I find that this woman is going to now retire, too. There was never any question of them living together, but now they are going to buy a house together. I'm happy for them; they don't have to hide it anymore.

Do you think there was ever a witch hunt aspect to it in accusing women of being lesbians?

No question about it. A friend of mine was married, got divorced, and they said, "Of course, she always was 'that way.'" I don't know if it was true or not. She and her husband didn't get along, but how many husbands and wives don't get along? [laughter] It's not a nice part of the whole thing, and I hope it's getting better. It probably is getting better with more women being directors of athletics. With Sandy Barber and Barbara Hedges up in Washington, Cary here, and several women on the East Coast, I know they are beginning to get a chance to live their lives as they wish.

As homosexuality is seen less and less as a stigma, and as women are allowed to live their lives the way that they want, do you think it has become easier for women in athletics?

Absolutely. There will be many more opportunities open. Many schools wouldn't hire a woman because of the fear that she might be a lesbian, especially many religious schools. I know on the East Coast, like in Pennsylvania, there are many religious-backed schools. Drew University is a Methodist-based school, for instance, but you don't necessarily know it. Messiah College is a certain kind of college. There are Catholic colleges, of course. Many of the independent liberal arts colleges are based—originally founded in the 1600s and 1700s—on religious education. That's where you got your education. Princeton, for instance, was certainly a seminary when it started. Yale was, too.

Were there sports that were considered appropriate versus inappropriate for women to compete in?

I still think rugby is inappropriate. [laughter] There again, I can only go by my own feeling. I don't think women belong in wrestling; I don't think women belong in football. I remember, we had a men's baseball team, and they wanted one of my women to play first base. The team came in and begged me.

They said, "Well, Gail plays first base better than anybody else."

I said, "She can't play first base on the men's baseball team."

She wanted to, but we had softball. It will balance out. Soccer for women is coming very strong, and I'm glad to see it. Those girls are tough out on that soccer field. It's come a long ways since it was first introduced as a potential women's sport. When I saw them up at Mackay field one day I was amazed. Soccer is all right by me, but rugby, I don't know. Evidently there is women's rugby, right?

It's a club sport up at UNR, but it's pretty popular.

They don't want to be a varsity sport, because a major part of rugby is the beer afterwards. They don't want to be varsity. I put up with rugby for many years.

While you were adding sports or developing programs at Drew, did the administration there ever say, "You can't add that program."

I think they often felt we were ungrateful for what they had done already. One fall I came back and found that they had hired a men's lacrosse coach. He happened to be an economics professor who said, "Let's get a lacrosse club going here."

I ran right in and said, "You've got to have women's lacrosse if you have men's lacrosse."

They said, "Who are you going to get to do that?"

So it was up to me to go dig around and find somebody that would come in for \$100 and coach a women's team. The girls that played field hockey in the spring weren't the same women that wanted to play tennis. Some were, but there was a group of women that liked the idea of field hockey,

which is a running-ball, outside activity, so we got women's lacrosse. We took that lacrosse team and went right down the same path. My husband made the goals. We wore the same uniforms for field hockey. I washed them myself. We rode school buses.

Now they play Division III lacrosse. They won the championship, with a full-time coach, an assistant coach, and a sports information director. We women had no sports information directors until quite recently. We called the paper ourselves. There were certainly no write ups on the basketball star, taking the whole front page. There were no women ever in the newspapers, local or national. *Sports Illustrated* eventually started picking out a women's athlete of the week, but it was a long time in coming. You still don't see women's sports in *Sports Illustrated* that much, but it's coming.

In terms of your time at Drew, and then also throughout your life, did you ever see what sports women would play being affected by race or class?

Drew was a liberal arts school, and race wasn't a problem. We had blacks, Hispanics, and white girls. I do remember when we went on field trips I used to try and take them to dinner at a decent restaurant afterwards if we had been gone a long way. I had to call a restaurant and say, "I have two black girls on my team." That was in the 1960s with Selma and Martin Luther King, when there was really quite a bit of unrest, but I had no trouble. We never had trouble playing other teams, with or without race problems.

A fair amount of our students came from Newark, New Jersey, which was heavily black, as the 1960s and 1970s went on. These students were desperate to learn to swim (I did a lot of individual swimming), and they were desperate to fence. They really wanted to try these sports because the only sport they knew was basketball on a concrete court somewhere in the ghettos of Newark. I think the colleges served a good purpose in that respect. It gave them great opportunities to go on.

I know that there was a lady at the University of Georgia who quit her job as a tutor because a

football player at the University of Georgia, could not read. He literally could not read, yet he is the Heisman Trophy winner. They said, "You have to pass him. You have to see that you sign off on the tutoring that he could do this and that."

She said, "I can't do that," and she lost her job. This was in the early 1960s, which was bad news, and that's where race was a problem. I think it's better now. I sincerely hope it is. It's not fair to bring disadvantaged young men and women into a program and promise them that they'll get a degree and make millions of dollars. Again, that's my own opinion, and a strong opinion still to this day. You can't promise that they will make millions of dollars in the pro ranks, when they won't. It's not fair to them. You raise their expectations, and then you dash them, and you wonder why they have trouble adjusting to life.

What was the departmental organization of physical education and athletics?

It was one department at Drew, but at most schools it was two.

Was women's athletics, then, under the umbrella of that one department?

Of the Athletics Department, and believe me, way under the umbrella. [laughter]

What was the general attitude of PE and the Athletics Department towards you building the program and doing the work that you did?

The Athletics Department was very good to me, I guess. I worked hard at it. I didn't get everything I wanted, but I just kept going, and just kept saying, "You've got to do it. It's not fair. We want the opportunity. I don't need five coaches for the women's basketball team, but I do need a good coach that will stay. I need equal pay for the work that the woman did."

The women's basketball team played ten games, which is a lot more than they started with, and the men's basketball team played twenty-five games. Because of the difference in games, they

didn't deserve equal pay. A lot more time was spent, because time was available to the men. Now I think you'll find that people like Ms. (Kim) Gervasoni still doesn't make as much as Mark Fox and never will, but she's coming up in pay. Pat Summitt at Tennessee makes more than the men's basketball coach. Of course, Tennessee is the number one team in the country, and she deserves it. Tennessee has paid her well and done well.

Women are still not paid equally. They don't win as much in professional sports. The man that won the Master's Tournament the other day got \$1.35 million, and Lorena Ochoa, who won a very important golf tournament, made \$135,000. I think Wimbledon is now paying women equal money for championships, which was just this year, I do believe. But the women now are spending just as much time, energy, and talent. It will come, but it'll take a long time.

When did you officially get the title of women's athletics director?

When Title IX came, and when the AIAW really became an important, respected organization, I said, "I'm director of women's athletics."

They said, "I guess you are."

Were you the only woman in the department filling that administrative role?

Yes. I did all the scheduling and budgeting. I did all the hiring and firing of sports and coaches. I did all the transportation, for the five or six women's sports that we had. We didn't have eighteen or twenty sports, but I did all that sort of thing. The A.D. didn't, because he had an assistant A.D. who did the scheduling, and he had a sports information person who did it. I just kept saying, "I need help."

How did becoming the athletic director come about?

In 1980 I became director of athletics. Until then I had been women's athletic director, I think they called it, and then they changed it to director of women's athletics.

For ten years we had had a male athletic director who everybody thought was wonderful and he was very good at what he did. One day in the middle of the summertime I got a phone call. He called, and he said, "I'm going to the University of Rochester next week. I took a new job. They need somebody to be director of athletics." He said, "I think you can do it. I've told the president you could do it. Do you want to do it?"

Well, did I want to do it?! [laughter] I came yelling into the kitchen to my husband, who was cooking at the time, and I said, "John is quitting, and I'm going to get to be the director of athletics."

My kids said, "Wonderful," and my husband said, "Great."

I did it for two years, and it wasn't for me. It was too much work. At that point I was beginning to get older, my husband and I were thinking of retirement, and I liked to play golf. The university still wanted a man. They didn't give me the support I should have had, as I look back on it. They still felt it was a man's job. They were very, very worried. The basketball coach didn't like taking orders from a woman, particularly since I was 5'4", and he was 6'7". That made it a little difficult to have the authority, and when you don't have the authority . . .

Cary Groth has the backing of the president. She had Joe Crowley's backing, and she had John Lilley's backing. They chose her. It wasn't a matter of they had to get somebody. They chose her, and they've backed her very well. I think she's fortunate in that respect, and she's doing an excellent job. But women were often circumvented by the male coaches who went to the president of the university.

Was that your experience while you were at Drew?

Yes. And the president would say, "Madeline, you have to be better to Joe. He really wants to play Princeton."

I would say, "They can't play Princeton—they'll get killed."

But Joe wanted to play Princeton. It's like Mark Fox wanting to go to Stanford; sometimes

it's not a wise move, and you have to be older to realize it. [laughter]

So, by the time you left Drew, what women's program had you helped to establish at that point?

All of them. Oh, I was advisor to the cheerleaders. I was very instrumental in the riding team. It went back to my mother, who took us for riding lessons, and we rode a lot, though we didn't own our own horses. Some women came in and said, "There's something called the Intercollegiate Horse Show Association" (of which Nevada is a member), and they said, "We'd like to join, and we'd like to go to a show."

Well, it sounded like a good idea, and I knew what horse shows were, since I had participated in them. It was from the bottom up, and they wanted to ride. One of them owned her own horse. She was from Charlotte, North Carolina, and she brought her horse up to New Jersey. They started to go on Sundays, and I went with them on Sunday mornings. That's the sort of thing that wore me out. I wasn't about to start giving up my Sunday mornings to anything. They became very good, and they have a very well-known riding team now.

It didn't last all that long—but we had a ski team, and it won the New Jersey Intercollegiate Ski Championships a couple years in a row. We had to go at night to a local mountain in New Jersey and to New Hampshire and so forth. We competed at night and practiced at night, which meant we left the university at six o'clock for dinner. Again, I was coach of that, because I skied, and I knew enough about it. We had a swim team, which they now have a coed swim team. I started that. Lacrosse, basketball, tennis, soccer, softball—anything they have now came through me. That's amazing if I think about it.

Certainly a lot of work.

Well, whenever the students came with some sort of activity . . . It was beginning in the high schools. Softball for instance—women were playing softball in high school, and they got

to Drew, and there was no softball. We found a local middle school with a field, and we found somebody, probably a high school teacher, who would coach softball for us for \$200 a year, or some very small amount of money. Most of these sports came up through the students. They would come to me and say that they needed it, and I would say they deserve it. Title IX!

You mentioned that there was a student association that was overseeing the budget for women's athletics?

That lasted about two years, until I said, "You can't have this. If you're going to have intercollegiate field hockey playing the local schools, even play days, you've got to give me money that I know what to do with."

Did you eventually get full control over the women's budget?

Yes. The male director of athletics, before I was director of women's athletics, and I would sit down once a year and do budgets. It started at the bottom. Each coach would tell him what he wanted to do, how many games they thought he should play, and we would sit down and analyze it for a week or so, and then present it to the faculty. It was the faculty money at that point—administration faculty money. So we would come to an agreement.

I always said the women needed more money for coaching, but I didn't get it for a long time. But it went up, slowly and surely. I think I was diplomatic in doing it and saying we should have it. They knew we should have it. There were a lot of male directors of athletics at the big state schools that just said, "Forget it. You're not going to get it. Go away."

In many cases these were the single women athletic directors that had no other opportunity. I could always go home, so I always knew that I had another outlet. An awful lot of the women didn't have any other possibilities of a job other than going back to coaching for \$200, and they

didn't want to do that. They had worked hard to get where they were. I hadn't thought of that until today. But I could always say, "I don't need this."

So you think that allowed you some freedom?

It allowed *me* the ability to keep pushing and pushing. John would say, "The money is not there."

I would say, "OK, maybe it's not there, but next year I want you to know that we need this, that, and the other thing," and I would put it in writing. The next year when I came in I said, "See, it's there now. It's got to be there. You've got to ask for it." I didn't ask for the faculty money. The director of athletics asked. It was a full athletic budget—men's soccer, women's field hockey, men's lacrosse, women's lacrosse—it was one big budget.

How strong was the men's program at Drew during that time?

Starting in about 1970 it became very strong. We had this very young, energetic athletic director, who eventually became director of athletics at Columbia University—a big Ivy League person. He's well known. Even Joe Crowley knows him. John was very good at the program, and he was an excellent speaker. He's the one that started a male booster club. He said, "Send me \$25, and we can have a big dinner for the athletes." I don't think they still have a women's booster club. They do have a Drew athletics booster club, and I'm sure the women must get something. I haven't asked; it's been twenty years since I've been there.

In the 1970s John was young, hungry, and arrogant. I was talking to him on the phone the other day, and he said, "I was arrogant."

I said, "You were."

He said, "But I knew what I wanted to do for myself and Drew was it."

As I say, he spoke beautifully to groups and really elevated the athletic program at Drew for both men and women by speaking to the Rotary, to the local townspeople, to alumni clubs all over the country, writing articles for the journals, getting his doctorate at Columbia, and going to

Stony Brook, which is a state college of New York. Then he went on to Columbia for ten years and did a good job there. I went on his coattails a lot of the time. He was well liked, and in any conference we belonged to he was very highly thought of. He took me to most of the conference meetings, like the WAC (Western Athletic Conference). He would go and speak to the WAC, and I would be along with him, and I rode on his coattails to a great degree. I would say to the WAC, "Now, don't you see it's time that the women got a chance to go to this meeting or that meeting?"

Can you tell me about the organizations that preceded the AIAW?

Around 1970 I was at Drew University in Madison, New Jersey, and I got a call from a lady named Marilee Baker at Princeton. She told me that a group of women from the New Jersey athletics departments were going to have a meeting in New Brunswick at Rutgers University, and she asked if I would come. I said I would. It looked good to me. Title IX had not been passed at that point, but it was on the verge. So we were getting somewhere. We all went down to Rutgers and had a very informal meeting discussing who we work for, our problems, and how much our budgets were, roughly, compared to what we knew about men's budgets. It was very difficult to get any information for women at that point.

We were all just gym teachers, so to speak, and coaches. Many were part-time, but some of us were full-time. I would say there were eight or ten of us, at that point. There were the state colleges of New Jersey and private colleges, which were Princeton, Drew, and Fairleigh Dickinson. We continued to meet during the next year or two, and then Title IX was finally passed. We were very, very happy to see that, and we began to meet on a formal basis.

At this point, we decided to form an official group of women athletic administrators (which is what we called ourselves) from New Jersey, and this is probably what happened all over most of the country. It began with small groups of women that knew each other intimately. We coached

together, but we were friends. We were never enemies, because we were play-day opponents. It was never cut throat.

So, we formed the New Jersey women's athletics administrators group—I forget the name exactly. It was not AIAW at that point, but it was close to it. Through various contacts, letters, newsletters, and so forth, we discovered there were other people in the country doing this also, and the New Jersey group became part of the Eastern group. There was probably a Far West group. I know there was a Middle West group, a New England group, and a New Jersey group, which eventually became the NJAIAW—the New Jersey AIAW—and then it became the Eastern AIAW.

As those groups got some recognition and some support from the faculties, we started having national meetings. The first one that I recall was in Scottsdale, Arizona, in January of 1972. The NCAA was meeting in San Diego that year, in a very nice, warm place, but we were warm, too. We were on per diems at that point—\$10 a day—and we each had to pay our own dinner bill if we went out to dinner, and our own hotel bill. Many of us paid out of our own money, but many of us did get some per diem.

It was a very interesting group in Scottsdale, and that was the first time I really met people from, say, New Mexico. I met a lady named Linda Estes, a nice woman named Ginny Hunt from Wyoming, and Pam Stratherd from Stanford. Gradually, we realized we had some power, and we could get together and do something, and that's where this started.

We first met in Scottsdale, and then we met in wonderful places like Detroit in January. (The men were in Miami.) We met in Nashville, and it was cold and sleeting in Nashville, so we had to go home. Hotels wouldn't take us, because we didn't have any money. We couldn't bring them a large income as a convention. We were there on a \$10-a-day deal, and that's what we were looking for. We were sharing meals and sleeping two cots and two beds to a room, whereas the NCAA meeting was a very profitable thing for a hotel/convention site.

We were in Spokane one year in January, and it was cold. Again, the men were in Miami, Florida. We were never invited to the men's meetings. We were beginning to be recognized, and I remember very clearly the one year, somewhere around 1973-1974, when we chose this awful name—Association of Intercollegiate Athletics for Women—which in my opinion was the worst name ever invented. People have no idea what the AIAW is. We hassled around with what would we call ourselves for two or three full days, and that's what we decided to call ourselves.

What was the purpose of the AIAW?

It was to give ourselves some recognition, to set up some legitimate competitions and championships and to get more support from the public and from the universities. We had active members, but we did not have junior-colleges as members. It was just four-year colleges that I remember.

What was the reasoning behind just allowing the four-year colleges?

I think that probably the junior college women did not have the clout we had. They were really very worried about their jobs. Many of us had finally gotten to the point where we had been, in a university for five to ten years, albeit we were perhaps with only the field hockey coach. We were trying our best to become director of women's athletics, or coordinator of women's athletics, or even scheduler of women's athletics—some sort of a title. We were beginning to get titles, and I would guess that the junior colleges just didn't have the ability to do that.

How did collegiate championships for women work before the AIAW was formed?

There was no national collegiate championship. There was, perhaps, a New Jersey state championship where all the state colleges would get together. I would assume there was

probably a California state champion. They were run on a very, very low budget though. We sold cookies, and we financed them ourselves, in New Jersey for sure and probably all over the country.

Did the AIAW have conferences as we know them today?

No, we had the divisions. We had the Eastern Division, the Western Division. We had a national championship commissioner by 1975, so we were at that point trying to have national championships. You had to come out of your local division, your Eastern or Western Division, into the championship. We had feeder tournaments.

The Eastern Region was independent. It had its own commissioner, officers, budgets, dues, conference set ups, and its own recognized sports. Some didn't have field hockey, for instance. In the East, of course, it was big, but I don't know if they even have field hockey out here now. Soccer is taking its place nowadays.

Can you tell me what the difference is between a Division I, II, and III schools?

We argued that one, again, for days and days. It was probably pretty much based on the NCAA divisions: the number of scholarships given, the size of the school, and the number of sports offered to women. We did not have arena seating requirements and so forth, but it was basically the same as the men's NCAA. Division III offered no scholarships; Division II offered a certain amount; and Division I had much more strict rules regarding the number of scholarships and when you could talk to people and when you couldn't.

What was the overall governing structure of the AIAW?

We had officers. We had a president, president elect, and past president, and that was the executive board. We had a national championships eligibility committee, a treasurer, and representatives. There were the regions, such as Region One and Region

Two. Large colleges and some small colleges were under the regions. However Drew University, which had six hundred students, certainly was not in the same region as Northeastern College in Massachusetts, or Harvard, which is Ivy League.

The regions met, and the board met. We had national dues to the AIAW, which were separate from the dues we had to the regions.

So, there was a network of representatives that would cover the different divisions and the different regions?

As far as this organization is concerned, you had a delegate assembly, and that was composed of the voting representatives. They were 99.9 percent women, but one or two men became voting representatives. Below that you had your executive board, your executive committee, and your various committees. We had an executive secretary, who was paid, and we had a lawyer. We needed a lot of legal advice in those days in how to set this thing up. We had sports committees. Originally, we had basketball, fencing, gymnastics, tennis, track and field, and volleyball.

At your national meeting every year, would you have regional representatives, or did each school send a voting member?

Voting reps came. But a voting rep was also a member of the regional board. To be on the regional board you had to be a voting rep.

As the women's movement and women's athletics progressed, did you see it as important for women to maintain the control of women's athletics?

I personally did, very much so. I think we all did at that point. We were still not financially secure, so we weren't making any money from anything. Most of us felt very strongly about women running, coaching, and directing the future of the women. In 1974, 90 percent of the coaches of women's athletics were women; in 1997, 42 percent were. Men had taken over.

Why was it important for women to direct women's athletics?

I personally would feel that I was being pushed back down to non-representation again. I was told what I was going to do, and I was given no votes in any respect. When I started at Drew, for instance, the social committee determined the amount of money to be spent on women's athletics. As far as they were concerned, you got \$10 last year for uniforms. Why not \$10 this year for uniforms? That's all they knew. I had no say in it. It was whatever the student social committee of the university said. I think that's what we were afraid of, going right back to where we had been and having the men take over again, which they had done for so many years. The men felt that it was a male-dominated area, and that women never really would be able to take care of themselves.

What was seen as the benefit of competing in athletics for girls and women?

We wanted to. There is an innate desire to achieve, in women as well as men, and to compete and be the best you can be. I don't think that changes whether you're a woman or a man. The benefits of the AIAW and the general organizations that we could form were that we could achieve these goals. I think it's become obvious over the years that women do want to participate. In the 1970s, 1960s or before, we were told, "Women don't really want to compete. They want to have cookies and tea after the games with the people they played with." Well, we don't hate the people we play with, I don't think, but we do want to compete, and we do want to win.

Do you remember what sort of advice the AIAW gave to coaches on how to treat athletes?

Yes. In our by-laws we had an ethics committee, and we had ethics guidelines. We had a code of ethics for administrators, for instance.

Reading from the 1975 AIAW Handbook:

The purpose of the intercollegiate program is to provide competition for skilled women who have come to the institution for educational and athletic opportunities. The initial guidance and example must come from the chief administrator of the athletic program. The aim of the administrator is to foster ethical practices of behavior which will accomplish and fulfill goals of wholesome and desirable experiences for all individuals in the program.

It tells you that you're responsible for seeing that everybody plays by the rules, and you try to get an athletic trainer and physician for the women. You try to get equal opportunity.

What was the importance behind writing down on paper that code of ethics?

We wanted to show people that we were serious about what we were doing. It was important that it be written down so everybody knew what the rules, ethics, practices and procedures were to be, and that it was consistent, whether we were in Wyoming or south Florida. We would be under the same umbrella, and we all agreed that this is what we women wanted to do. The women wrote these, and that was the important thing.

Early on was the AIAW was opposed to giving athletic scholarships?

No, not that I recall. I recall very clearly that we were to set up a Division I, II, and III. Now, maybe the first year the AIAW formed, before we had a handbook and so forth, we thought maybe we could get away without scholarships, because there was no money available anywhere anyhow. [laughter] I don't know that we were opposed to it, we just didn't know how we were going to do it. Title IX gave us the opportunity to get at some of that money.

When scholarships became a part of the program and policy, were they limited in how much you could give?

I don't know that there was ever a prohibition.

If people involved in women's athletics weren't actively fighting for things like trainers or facilities, would they have ever gotten it?

I seriously doubt it. Society as a whole has changed so much; it's just not Title IX. Certainly, my daughter, who became vice president of a bank, would never have had that opportunity in 1950. She would have been a secretary or stenographer or a teller at the most. She would have been told, "You have a husband, so you don't need Blue Cross medical. You have somebody to take care of you."

Nowadays a woman has to have pretty much equal opportunity. It's not complete in anything, I don't think, but now you certainly have women doctors, dentists, and lawyers by the hundreds. There weren't that many women lawyers until they got the opportunity to go to college and go to law school, and they had to open up the law schools to gender opportunity.

One thing that struck me in reading through that handbook was the activism that was inherent to being involved in women's athletics at that time. It wasn't enough to have a team. Women had to be actively developing teams, the resources for the teams, and positions for other women. Was that important—the activism aspect?

Absolutely. That was the whole idea. They probably could have named it the activism committee. That was our job, to bring the equal opportunity. We didn't necessarily need equal spending, like as much as football, but we wanted a chance at it. We wanted an opportunity to achieve it, and if we couldn't achieve it, so be it. We thought we could, and I think that women—in athletics and in many other fields—have achieved tremendous equality. It's not complete yet, but it's far ahead of where it was fifty, or even thirty, years ago.

While Title IX was being debated, what do you remember being some of the discourse about it before it was actually passed?

It was a 90-percent male Congress. Margaret Chase Smith was from Maine. I don't know how many congresswomen there were in those days, but there weren't very many. It was, again, a male-dominated activity, and the men felt threatened by women. Joseph A. Califano Jr. was the Secretary of Health, Education, and Welfare, and he was the one that finally got it through.

It was that most of the women really didn't want just that group of—I was going to say loudmouths, but you wouldn't put loudmouth in this oral history, would you?—the activists. The activists were a small group; it wasn't the majority of the women. I think that's what the Congress felt, that the women wouldn't know what to do with the money when they got it. It was really money. It still is money.

Did the AIAW regulate how many scholarship athletes you could have on one team?

That was based on the NCAA model. It wasn't absolutely the same, but it was based on, generally speaking, that Division I would have a certain percentage—100 percent. Division II would have 40, 50, or 60 percent, and Division III would have none.

Was there a reason for limiting teams to only a certain number of athletes?

That is to keep a large, well-financed university, from having thirty-seven paid athletes and taking them from the pool in the country. Other Division I schools, like the University of Nevada, had trouble recruiting athletes because of the location, compared to being in southern California, Florida, Texas, Hawaii, and trying to put them in competition, so every school in Division I had the same number of opportunities to recruit.

What sports did the AIAW have competitions for?

They had basketball, volleyball, track and field, fencing. We had fencing early on, but it died down. I don't know if it ever came back or not. Then we got into swimming and diving. Gradually, as the years went on, we came to say softball equated with baseball. At first we had sports that came from the high schools. Basketball only took six girls. Gymnastics and tennis had one girl, and slowly you began to get equal. They had men's track teams and women's track teams, and so forth. We never had wrestling that I know of.

How did the AIAW feel about men coaching women?

By the time that men really took over, the AIAW was disbanded. After many years of hard work by the woman at the University of Rhode Island, she finally got ESPN to televise the AIAW basketball championship. I would say that was approximately 1979 or 1980, and now we were on television with a sport. We had had no television contracts before. We had very few PR people or sports information directors for women. I doubt that there are many now—they are still second after the men's sports information.

Suddenly, the men began to see there was money in a women's television contract, and it was about 1980 or 1981 that the AIAW was taken over by the NCAA. We voted not to join the NCAA, but that didn't seem to make any difference to the NCAA. They voted they would take over all women's sports, and they still had the control of the budgets and athletics. There were very few women athletic directors, as such, in those days.

The men began to see that if they coached women's teams that could be a stepping stone to coaching men's teams. They really didn't stay very long, once they got a chance to leave a women's team. A couple have, so there have been a couple of very good men. The lady at Louisiana State University in the 1970s—I don't remember her name—turned out wonderful teams. She was their coach for years, and suddenly she was let go, or retired probably. A man took over, and he's coaching it now and doing a pretty good job. I do have to say that Pat Summitt at Tennessee is paid

more than the men's basketball coach, which is a very unusual situation.

How was coaching a women's team viewed before it became lucrative?

It was viewed as coaching prelims, even before the JV game often. It was viewed as the person that got the time on the gym floor after everybody else. It was a second-class-citizen job, and poorly paid. Many of the women coaches had part part-time jobs. They coached four hours a week. They thought that was all the women needed.

What skills and traits did the AIAW try to foster in its athletes?

Achievement of the very best that you could achieve. We wanted to see the realization of what women could achieve when given the opportunity to do so, and that we didn't have to have bake sales anymore. We were considered a little bit better than second-class citizens. The AIAW wanted athletes to be ethically sound, have good moral senses, follow the rules—that was important—and to graduate. You came to school, first of all, to be a qualified student, and graduation was the most important thing—classes came first. We tried not to schedule too many games in those days. Nowadays, I don't know how they are doing it. The softball team is in Hawaii at finals week. I wish them well.

How difficult was it to come by proper facilities, support staffs, and budgets?

Title IX was really the key to it. We would say that the law requires you to give us an equal opportunity at using the gym floor, or having comparable transportation. If we only had twelve people on a basketball team, and the men's team had forty-seven, or twenty-nine, they could take a big bus, and we could take a van. That was OK as long as we had an opportunity to do as well as we could.

Eventually, it became that we would have equal assistant coaches, and equal opportunity

at the team physician and trainers. I don't know how long it was before we ever got a doctor near a field for field hockey. When it was, we got a nurse practitioner, and we thought that was great. Until then we had some poor girl that had taken first aid. "You've got a box with bandages. What more do you want?" [laughter]

In your experience, how often was adequate funding and comparable teams achieved, at least early on?

Early on, and even into the later years, the coaching salaries were never even close to equal. I have to say that. If you had a very good AIAW voting representative, a strong person, she just kept nibbling away for better equipment, saying, "The law says that I need twelve basketballs. I need Spalding basketballs or Wilson basketballs. I'm not going to buy the ones at Wal-Mart anymore with my own money. The law says you must provide Wilson."

Many male athletic directors refused to go along with it and tried to cut all the corners that they could. I'm talking about some of the state colleges in New Jersey. The woman or man who had coached the high-school team in the local town was offered a job at the university in the state schools at New Jersey. I'm guessing it was probably the same in many places, and they were paid very poorly, \$600 or \$700 a year, compared to thousands of dollars and a car.

Were stipends or per diems allowed for athletes?

The per diems allowed, in my case, were set by the university. If I took a team on a road trip, I was allowed to spend \$10 a day on food, for instance. The men were given \$10 a day, ten-dollar bills, but I was not to do that. I was to take one check from the restaurant and turn that in to the treasurer, whereas the men's coach could withdraw all the ten-dollar bills. He didn't care if they ate or didn't eat, or if they drank beer or didn't drink beer.

Why wouldn't you be allowed to go and get the ten-dollar bills and give them to your girls?

In my case, that was determined by the faculty of the university, and I was a faculty employee. I had all my coaches turn their checks in to me. I do know they gave the men the money. I don't know how they worked it; I wasn't privy to that.

How did the AIAW feel about multisport athletes?

No problem. As long as the grades were kept up, you could play field hockey and lacrosse or tennis in the spring. You could play basketball and then something else in the spring. In the fall, as a rule, you only had one sport, because you were building up into getting in shape for basketball, swimming and diving, and gymnastics.

How did the AIAW feel about coed teams?

I don't think we ever addressed coed teams. I don't recall it. I do know that in the case of my institution, we tried to send the women's basketball team and the men's basketball team on the same bus, once or twice, to an event, and that was not at all successful. The men's team had a different attitude, and the coaches were very upset with the women being there on the buses. So, we separated them from that point on.

We were both going to West Point at night, and it seemed sort of dumb to me that we would take two buses, one for the men and one for the women, but it was a disaster. The men's coach came back—he lost the game—saying, "Never again am I traveling with a bunch of women." But then, maybe that was his attitude towards all women.

What was your view of the NCAA in the early 1970s?

The NCAA in the early 1970s—I don't know that I had a view of it. It was there, and it ran the men's program, and it had nothing to do with me. I wasn't allowed at any of their meetings. The men went off to these meetings, played golf, had tournaments, and what have you, and the women were never invited. Our input was never

asked for. At least, my input was never asked for.
[laughter]

Drew University belonged to what was called the Middle Atlantic Conference, which was a group of small, Division-III schools in Pennsylvania and New Jersey: Swarthmore College, Franklin and Marshall College, Dickinson College, Albright College, and Drew University. They were schools with a thousand students or less. It was a good, strong conference for us. It was relatively local; most of it was two hours away.

The women gradually were recognized by the MAC (the Middle Atlantic Conference), but none of us were ever on a board. We were not elected, so we were sort of sub-voting representatives. They used to meet every year in Atlantic City, which is very nice in June, for the scheduling conference. They scheduled all their contests two years in advance at that scheduling conference. It was a four or five-day thing, and it was very nice.

One year I said, "Well, now that we're recognized, I don't know why, Mr. Athletic Director, you take my schedules and go down and schedule me. I want to schedule."

And there was a great reaction of, "Good heavens! Women at our conference? We can't have that. Even the wives don't go."

The next year we said, "We think we should do our own scheduling, and we should go to the conference." Sure enough, we went. Now one of the ladies that was in that group is a conference commissioner of the Yankee Conference, Carolyn Schlee. She got there from Gettysburg through the Middle Atlantic Conference, and she was at that first meeting, and she thought, "Good heavens, what are the women doing here?" Gradually, we began to have dinners together, and it may well be that's how it is now, I don't know. Of course, Cary Groth is completely accepted by the men everywhere. In the 1970s the men wouldn't even talk to a woman.

At the time, how much of it was a "good old boys club?"

It still is. At the time there were no women involved in the NCAA to my knowledge,

except maybe an executive secretary's assistant. There were no rules involving women; there was no ethics committee, there were no committees involving women, and there were no championships.

You mentioned that with the conference you were in, you would submit your schedule, and the athletic director would take that down and do the scheduling for you.

He would tell me who I was going to play. He decided we would have three games away and three games home.

Was there a chaperoning attitude of the men towards women?

It was a big brother attitude of, "We really know better, little girl, than you do, but we'll let you try and see what happens." I think that many of the men were happy to get rid of the play-day business.

Actually, I have the feeling that the secretary to the director of athletics did an awful lot of that work. It was a woman, as a rule, and she did the softball scheduling. He handed it to her. As the 1970s and 1980s went on, it became obvious that women were capable, knew what they were going to do, what they wanted to do, and they took over their own scheduling.

So, all the scheduling is now done by women. Well, the TV contracts and so forth, I guess, are done by the finance officer, probably. We didn't have TV contracts, but I signed all the contracts for the women's athletics. When the women got to that point, it was easy to say, "Can we make it the 7th?"

And the other school would say, "No, I've got a game the next day."

We would be able to talk to each other, whereas the men would just say, "No, it's got to be the 6th, that's it."

When the AIAW first came into being how many member schools do you remember having?

In this handbook of 1975-1976, Drew University is not listed, because in the fall of 1974 our athletic director went on sabbatical leave, and the acting athletic director (who was the basketball coach) would not approve our joining the AIAW. Now whether he felt he couldn't, because he was only acting, I don't know. He just said, "No, we're not doing that this year. You have to wait until John comes back." When John came back we talked about it, and we did join.

Before the AIAW, where many of these women voting reps came from the American Alliance of Health, Physical Education and Recreation, AAHPER. That was probably the mother organization of this whole thing. Most of these women, probably 95 percent of them, belonged to that group. They took what they learned in those days for organization.

Once the AIAW had reached full steam, did different universities that hadn't grandfathered over into the organization want to become part of the AIAW?

Well, the AIAW did not last that long. I would say it lasted, maybe, ten years, from the early 1970s through 1981. I believe it was January 1981 that the NCAA voted to take over, so you only had ten years in there. It wasn't until 1977 or 1978 that we got really going full speed. So, there weren't that many schools that were not members. There were no large schools, certainly, no influential schools, that were not members, such as Harvard, Stanford, Northwestern, and most of the state universities.

Was there a time when the AIAW was a well-recognized organization?

It was all there was. The AAHPER did not have championships, and it didn't have equal opportunity. The AAHPER was made up of the ladies that really put in many years of washing the uniforms at home, using the same uniform for every sport, having the bake sales and going in the yellow school bus. They were the ladies that laid the groundwork, and with that probably many of their students became head coaches and worked

up into the coordinator of women's athletics. The basis was there, but it just wasn't well known to anybody but the people that were involved.

What was the importance of that 1978 national basketball tournament?

That, to me, was the turning point. I remember the day very clearly that that nice lady came to the meeting and said, "I finally got ESPN2 to sponsor us." Every year she had come to the meetings and said, "I'm working on it. I talked to John Jones, and he said he'd get back to me. He thinks maybe there's some thought of having a small part of the television program next year. They might do results."

She came that day in saying, "They've signed a contract." They were ready to sign it, and we had to sign it. That was in January, and it was the next summer that the NCAA started to sponsor meetings of influential women of the AIAW. They did that for, maybe, two years, saying, "Let's meet and talk." We had regional meetings, and I went to one in Pittsburg. John L. Toner from Connecticut said, "You ladies are doing a good job. Why don't you think about joining the NCAA? We can offer you things that you might not be able to get."

We all said, "Thank you very much." Again, we paid our own way to these meetings.

Then the next summer they had another meeting, perhaps in Philadelphia—I always seemed to end up in Pennsylvania—and John L. Toner was there again. He would say, "Ladies, you know, we've got a lot to offer you. Why don't you come? We'd love to have you. We'll put you under our umbrella."

The basketball TV contract was the first time that the NCAA had made, to my knowledge, any offers towards the AIAW. Until then, they said, "Let them go, they'll be fine."

Besides the obvious publicity of having a televised championship, what was the benefit to the AIAW?

We got paid for being on television. I don't remember the specifics of it. They pay you to put your team on television. UNR gets paid for

every game it televises. I'm missing the word that I should have at the tip of my tongue, but we got national exposure. That was the beginning, and it showed that the game could be interesting to some. It's still not interesting to everybody, but it was interesting to some. It was closing in on the present-day game. We no longer had the three on three and so forth. We played in bigger gyms for the television. They sell the program to an advertiser, and the advertisers pay. They probably sold it to somebody like Virginia Slims.

So, they make some profit, but in the contract you guys also receive some of that money?

For example, in order to sell it to Virginia Slims, you have to convince Virginia Slims—I just use that term loosely; I have no idea who it was that sponsored—that they will get customers. They would be told, “We think the women will be watched, and therefore they might buy your cigarette,” or whatever it was.

I know that Virginia Slims sponsored the women's tennis for years, and people used to say, “How can women play for a cigarette sponsor?”

And the answer was, “The cigarette sponsor is willing to underwrite their programs.”

Did you feel that the goal set forth by Title IX of having gender equity by 1978 or 1979 was attainable?

Oh, no, it's still not. They still aren't paying the women's coaches as much as they pay the men's coach. In many places—and I think the University of Nevada is one of them—the male coaches are full-time employees, where the women are part-time. I'm sure Mark Fox makes a great deal more than Kim Gervasoni. They say basketball is a money maker. It's all based on how much money the sport brings in.

Although, I think the women's softball coach is going to do a lot for the reputation of the university. Michelle Gardner is a very likable person, an honest person, and has a very well-organized team. They player's are well coached, and are good representatives of the university, and it's going to

bring students in. The athletics are still what sell a university. They bring a lot of the money in. Your grants are getting harder and harder to come by.

In 1978-1979 what was your impression of how schools were actually doing in terms of being compliant with Title IX?

I think there was a genuine effort to comply in many schools. There was also a genuine effort to avoid it, in many schools, and I think that is still the case. I still think gender equity is a question in 2008. The NCAA has a questionnaire every couple years that you have to report to them and tell them how you are doing towards it, and, boy, you can fudge that questionnaire any way you want.

That was done in about 2003. The female participants at the University of Nevada are counted twice, for instance, in some places. Indoor track and cross-country are counted as two separate people, so that it looks like you've got two women participating, when you've really got one woman participating. You are led to believe there are many more women. Say, 50 percent of women are doing it, when it's really 40 percent or 30 percent. You could fudge this. I think Cary Groth is doing a better job than was done then.

How did you personally feel about Title IX, when it was passed, and as they were trying to enforce it?

It was wonderful. The sun came through the clouds. I thought we were going to be happy forever after. Before that we had no clout; we had nothing to hope for. We just kept going the best we could, doing the best programs that we could put on for the finances, facilities, and support we were getting.

Whether Title IX is a success or not depends on whether you have the support of the president of the university. That's very important, and I think that Joe Crowley supported the women's programs very strongly. I think that John Lilley, in choosing Cary Groth, or being an influence on it, gave her a good support. I don't know that much about Milton Glick, but I hear them on the

radio together all the time, so there must be good rapport between them.

In my case, the president and the board of trustees had no confidence in women, at all. They were strict Methodist ministers, who felt that women were fine, but I got very little support from those people. It's hard if you don't have the support of the president, the board, and the boosters. We didn't have boosters, because Division III has very few, but you have to have the support of the predominantly male boards. There are not very many women presidents of universities, are there? There is Donna Shalala down in Florida.

By 1978 or 1979, how was Drew doing in meeting those compliance standards?

I was director of women's athletics, not director of athletics—we had a male director of athletics. Technically, I had a title of director of women's athletics, but I worked for him. He was difficult in the 1970s. He again thought that women wanted cookies and tea, and that's all they deserved, but he came around. I think I asked fair questions of him—that was what I was trying to do. Equal opportunity is what we wanted. We didn't want to walk in and say, "You have six coaches for men's basketball. I want six coaches."

I said, "I want somebody that can come every day." That seemed reasonable. I wanted a women's team locker room. If he had a team locker room, we should have one by law. He didn't run downstairs and say, "Here it is. Hair dryers and everything." Slowly and surely, it happened. Drew was very good, and I think most of the women's colleges were on the Division III level. I didn't know very many on the Division I, unless they were the state schools.

It came, and I don't think the women were as big of activists. There were some, but I think on the whole, we were happy just to get a chance to show that we could do it. I think this AIAW was the chance. We built it ourselves, without any help from anybody else, and we survived until it came to a point where it became obvious that we had to have equal opportunity. Now, until Cary Groth came along, I think you had a coordinator

of women's athletics at the university—Angie Taylor.

For a time I think her official title was senior woman administrator.

OK. Would you consider the director of athletics "senior men's athletic administrator?" She reported to the director of athletics.

Absolutely.

She did a good job. Now Cary Groth is not tilted towards the women—I'm not saying that at all. I am saying that Cary Groth realizes the problems women have had, is probably more sensitive to them and is more willing to give a little and make sure that the women had a softball field. That's how the women got the softball field. Until Cary Groth came, they played at someplace called Mendive Middle School, and nobody ever came to the games.

At what point did the NCAA start to actively include women under their umbrella?

It was in January of 1981, at the Miami meeting. The AIAW had met in Spokane that year, and at that point I was director of athletics, so I went to the AIAW meeting in Spokane as a voting rep and then flew down to Miami as the voting rep for the NCAA. They were two different weeks. Assimilating women's athletic championships into the NCAA was on the agenda of the NCAA meeting. We were very disappointed, and Chris Grant, who is from Iowa I believe, was the AIAW president and spoke eloquently about trying to stay independent, but we realized at that point we weren't going to be able to. We didn't have the money supporting us. The NCAA would be able to take over, and it seemed there was no point in . . .

At Drew all the coaches voted. Did you want to go NCAA or stay AIAW? Well, the young coaches, the women and the part-time men coaches that were coaching the women's teams, wanted to go to NCAA. This sounded really exotic to them. They thought, "This is real sports, the NCAA. This

wasn't the Association of Intercollegiate Athletics for Women, whatever that meant." To them, this was the real thing. We were going to be part of the National Collegiate Athletic Association. They voted yes, and I think that's probably what happened—the younger people wanted to come.

I heard Cary Groth on the radio the other day, and the interviewer said something about, "What do you think of Title IX?"

Cary Groth said, "If it weren't for Title IX I wouldn't be here today."

And that's true—she wouldn't be there. I don't know how many women athletic directors there are now, but they're respected, and they've done a good job. Again, it's been thirty years to get there, but they're there. The women are never going to take over; it's not going to be the Women's National Collegiate Athletic Association, but they are working with the men. It's slow, and it will be slow.

Were there years when both the AIAW and the NCAA were offering championships in the same sport for women?

I think we had hoped to keep the AIAW championship separate from the NCAA



Cary Groth

championship, but it was inevitable. As the participation grew by the women, it cost more to run the programs, and we had to have the financial basis for the programs. You couldn't send these teams out to a championship in a yellow school bus anymore, because the law said you had to give them equality. It didn't have to be absolute equality, but it had to be pretty close. It wasn't a school bus against a charter plane. [laughter]

The AIAW achieved what it had tried to do: it made women recognizable, and it proved that women could do things. I was very sad. I cried when that meeting was over. It was a long meeting in Miami that day, and there were many, many eloquent speakers on both sides.

Some men said, "We don't need them. We can help them along and leave them be and let them run themselves."

Others said, "No, we really want to take over the whole thing and have one umbrella for athletics."

And that's probably smarter—one umbrella. My friends would be very unhappy if they heard me say that. [laughter]

Do you remember when the NCAA started offering women's championships?

I would say 1982—right away. At the 1981 meeting in Miami, it was a done deal that the men would sponsor championships in basketball, volleyball, and probably swimming and diving. I can't remember the specifics at that point, but it was five or six. It wasn't everything, though. It started out slowly. Then it got to be field hockey, then soccer, and then lacrosse. They slowly added on.

Why did the NCAA ignore women's athletics up to that point?

I think men have always felt that athletics was a male province, and that women just didn't belong there. This is my own opinion. I think it's a male feeling. They were worried that they would become less of a male if they accepted the women, and that women were meant to tend the hearth

and support the men. This was not in athletics alone; this was across the board. As I said, my mother never worked. She was home when the kids came home from school. It wasn't done, you just didn't work.

What could the NCAA offer schools that the AIAW couldn't, in terms of championships?

That's a very good question. What could it offer us that we couldn't get? I would say, in many cases, availability of facilities. If we were NCAA, then we probably had to have a gymnasium that seated so many. We had to have a regulation soccer field, not one that tilted down or up, which the women played on for many years. They certainly had respect among the other NCAA schools. If you were a NCAA Division I school you were respected by the other schools. The NCAA could offer the women more full-time staff positions, though they are still not complete. The NCAA wouldn't put up with the local grade school basketball coach coming in at two hours a week and saying this is a legitimate university team. The NCAA has standards that have to be met.

How did the NCAA feel about Title IX, in your opinion?

In my opinion, I would say the majority were against it, would like to see it repealed to this day. Many would like to see it repealed, and every now and then it comes up to be voted on.

Were you at all involved in the lawsuit that the AIAW brought against the NCAA?

Oh, I remember that lady lawyer Marcia Greenberg. But no, I don't remember. I remember there was a lawsuit. I guess they were trying restraint of trade. What was it about, do you know?

My understanding of it was that the first part of it was an injunction against the NCAA in terms of running women's athletics. I don't know under what law they were suing.

It was a restraint of some kind. It was probably because we had gotten this far, and we thought we could continue, and we really didn't want to go. We lost the lawsuit, so there again, that's why we went under the umbrella.

How did women's athletics change once the NCAA started running it?

I watched it for a while. It became more of an integral part of the athletic program and of the universities. It wasn't just a cookies-and-tea place for girls to run around. It became a place that women could go and get scholarships. A lot of these women couldn't afford to go to college. It does help—there's no question about that—and it's a stepping stone to whatever professional sports there are. There are not that many nowadays. It's just that women could hold their heads up at the university level and not be stuck in the back of the gym, hoping to get a couple minutes on the floor. The fencing team is important, because even the club sports have improved. I don't know if fencing is a varsity sport at UNR—I don't even know if they have it—but there's a Women's Intercollegiate Fencing Association. It's really a club activity, but it's growing, and it's getting well known. There is the Intercollegiate Horse Show Association; I think that UNR has a club team. That is becoming national now. It was an East Coast sport for a long time. Of course, there are the ski teams. There is a lot more opportunities for women to come to school and to participate in sports if they would like to participate, from volleyball to skiing to swimming to rugby.

Do you think that it is significant that the AIAW came into being in the early 1970s, and Title IX was passed in the early 1970s? Is that coincidence, or was there a social climate at the time that allowed for both?

No. Without Title IX, we would still be doing play days, in my opinion. Title IX was the door that opened. It was the parting of the clouds, and the sun shone on us. We now knew that the athletic women administrators could ask for expenses to go to a meeting, and not have to pay

their own fare and rent their own car. It relieved a lot of the women athletic administrators of having to coach. Title IX allowed them to just be administrators of a program. Before you couldn't when you were trying to coach field hockey in the fall and tennis in the spring and schedule everything else in the middle, plus teaching a few PE classes.

Can you tell me about your husband?

My husband is the greatest thing that ever happened to me. We were married in 1946, so we have been married sixty-two years. I met him when I was fourteen, in high school, and he went to World War II in a submarine. One day an athletic director was talking about me and how lucky I was to have him and the athletic department, and he said, "You know, it's wonderful Frank Kenyon knows who Frank Kenyon is, and he lets you be you." That's been the greatest thing he's ever done; he's let me be me.

What sort of things did he do to help support you?

He was a very important part of it, and my two children, also. I have a son who is at the university in the medical school and a daughter who lives in Carmel, California, and is married to a banker. For years we had water ballet every spring at Drew University, and I was the coach. One day I said to the kids, "I won't be home until 8 o'clock tonight."

My son, who was about nine years old at the time, said, "But it's not even water ballet season." They kind of knew it.

Frank went to many of the games. Each year we had a team dinner at the house; a hockey-team dinner, a synchronized-swimming team dinner, and he was the maitre d'. In those days we bought a roast beef, six or seven ribs, and we had real lettuce. I don't know if you ate in a college cafeteria or not, but they were so happy to see real lettuce and real meat, and we were known to serve a wine or two.

He would go to many of the basketball and hockey games, and he made the lacrosse goals when we were given the opportunity to have a

women's lacrosse team. We were told we could have a team, and we could play somebody if we could find somebody. Frank and I looked up how you make a lacrosse goal, because we were not supplied with the goals. He went down to Home Depot, bought some sticks, got some net from somewhere. I don't remember where we got the net, but we had to carry them out from behind the door of my office to a lawn. We practiced on the lawn in front of the administration building. [laughter] But he built them, and he carried them, and he could tell you some pretty good stories. Everybody knew "Pop" Kenyon. He was part of it, and we are a team. He's a very nice fellow.

Do you think that it was unique at the time having a husband who was very supportive of what you were doing?

Well there weren't that many married women, as we discussed before, because it was hard to meet men. I met him long before I got involved in this, and we were married when I got involved in it. Wives of coaches are rarely seen, right? I don't think you see wives of coaches at games.

Frank was probably the most supportive of the Eastern AIAW husbands. There were husbands, but he was probably the most supportive, because he knew all the women, too. He would meet us at conventions, because he traveled. Maybe the other husbands couldn't travel, but they all knew Frank. They would come to the house, and they would know him, and he would know them. There was never any question that I could not go to a meeting somewhere. He would take the kids. It's always been a deal. I support him, and he supported me, and I'm very fortunate. I wouldn't trade it for the world.

How old were you when you got married?

I was twenty. I graduated from college at twenty. But that's because in 1946 he had just come home from four years in the submarine service, and I was had just graduated from college, and he was going to go back to college. We got married, I went to work, and he went to school. And I think

that's why he would come home and start the dinner, because I was working downtown.

You were a chemist, right? Was that uncommon?

Right. Well, you had a job, it just depended on what it was. I was lucky enough to get the job that I had then. It certainly wasn't an executive-branch job. It was a job, and it supported us, and I made \$50 a week. I really had always wanted to be gym teacher, or something of that type, and in my case, it fell open to me. It was just exactly what I wanted, and there was no question but I would do it.

What have you done since you retired from Drew?

Well, I volunteer in many respects. I volunteer at the Friends Of The Library. Wherever I go I join the Friends Of The Library and volunteer for them. I have served on Pack PAWS, up at the university, on their gender equity committee. I keep busy. I played golf and tennis, kept house, and we traveled a lot. He more or less retired shortly after I did. We took up golf seriously. I only have two grandchildren, which is a disappointment. However, there is not much I can do about that. They are in graduate school now, so I never had time to babysit.

How did you end up in Reno?

Our son came here from the University of Texas Medical School at Dallas, and our daughter moved to Incline Village, Nevada, because of her husband's job. We were living in South Carolina, and I broke my leg playing golf one day. I was paying attention to the scorecard, and I wasn't paying attention to where I walked. Then the next year Frank broke his leg doing something, and the two children said, "Enough is enough. You have to come west. We can't keep going there and helping out with your broken legs." [laughter] So, we sold everything and came. That was a gift to them. They are good kids, wonderful kids. They have been a great pride and joy to us, and the least we could do is to make their life easier later on. So, we sold

everything we had, more or less, and we cut our ties with that, so that when we do go to our reward, there won't be any great responsibility for them. That's only fair. It's been ten years now.

Do you like it here?

When I retired I missed the people very much. I missed the athletic support group. I kept in touch with them, and I would go to their dinners—they were kind enough to include me. We all stuck together. One retired, another retired, but that didn't make any difference. Also, Frank and I were looking to travel. We've been to Europe mostly, Hawaii, Russia, and we just enjoy being together. As I said, volunteering is really what we do; I haven't done anything for pay since then. It's been very good.

How did you get involved in Pack PAWS?

I always followed sports, no question about that, and when I came here I read about it. Cary Groth had just been appointed athletic director, and she met with a group out at Montreux (Golf and Country Club). My daughter was a member at Montreux, and she said, "Cary Groth is coming out to speak to the ladies of Montreux; you've got to come out and talk to her." My daughter was just as involved as I ever was. She knows all about it. We sat at a table, the two of us, and Jean Marsh, Ceci (Cecilia) Rosenauer, and Eve LaBarge were at the table—they were PAWS people. Ceci may have been president, and Jean Marsh is the social-services director downtown. My daughter said, "You have to talk to my mother, because she knows all about Title IX."

Ceci called me up and said, "We're having a meeting. Would you be part of it?"

I said, "What is it?" and they told me, so I said, "Sure."

In fact, I gave Jean Marsh all my books and records. I don't know where they are now; I hope she turned some of them down. I had several loose-leaf folders of all this stuff, and I gave it to her. I've always been involved in the Women's Sports Foundation, which was founded by Billie

Jean King, and Donna Lopiano who just resigned as president is a personal friend. I keep that, and obviously I keep clipping things out of the paper to see how we're doing. You never know when it's going to come up again, right? Here I am talking to you about it.

I'm writing my autobiography, and it's getting there. I want to write a small history of AIAW, women's sports, or Title IX. I'd like to do this, you know, writing history. I have the names and addresses of all my New Jersey athletic directors that were involved in the early days. They are all retired now. I'm going to write to them and ask them to tell me what they remember, and I'd like to put some sort of pamphlet together. I'm not a professional writer, by any means, but I'd like to put a reminiscence together of what they thought of these days.

Something else I've done is volunteer for the Senior PGA Golf Tour, and I do some work with Patty Sheehan for executive women's golf. Again, it's all volunteer. I go to Pebble Beach every spring and volunteer down there at that big golf tournament. My daughter and I went to Florida a month or so ago for the men's senior golf. We do admissions work or just volunteer office work. I worked the Reno-Tahoe Open for a while, again volunteering.

So, Madeline, do you like golf? [laughter]

Yes. [laughter] We belong to Hidden Valley Country Club, and I have been a thorn in their side trying to get equal rights for women. To this day, you cannot play golf on Saturday morning if you are a woman, even though one of the women is a judge in town, and she has a full-time job, so she can't play during the week. If you're a woman that has a job, that's too bad. You still can't play—it's men's day. The nine-hole ladies play golf starting at 7 a.m. They *start* at 7 a.m. That's not fair at all. A woman that is a member of the Hidden Valley Country Club, if her husband dies, still has to pay a full membership, spend as much money in the bar and dining room as a man with a wife and four children. A male can have a significant other, but a woman can't have a

significant other. [laughter] That's not fair. You're talking about equal opportunity, and there's still that prejudice. Title IX has nothing to do with Hidden Valley, because it's a private organization, not tax supported.

Well, I finally got a nine-hole group of ladies formed at Hidden Valley. I have worked with them for a long time, and we are now starting to play at 8 o'clock. That's still early, and we are rushed by a lot of men often. But just at that particular place there is still this problem of equal opportunity not being there. Now I don't know about a tennis club. It's probably the same thing. Probably the men that work play on Saturdays.

That's interesting. Having not really been a member of a country club at this point in my life I didn't know.

But you could have somebody like Valerie Cooke, who is a judge—and it's not Valerie that I was talking about, but she is a U.S. court judge—who works, and she can't go to Montreux and play on Saturday. She can't play on Thursday which is men's day there, but the men can play on the women's day.

That doesn't seem fair.

Yes. We have to keep fighting.

Limin Liu: I was born in Wuhan, China, in the central part of China. My hometown is a big town with eight million people; it is the fifth biggest city in China, I believe. I was born in 1976, and at the time, my father worked for the sports association. My mom was just an average housewife and had a job in the steel factory.

Allison Tracy: What kind of activities did you do as you were growing up?

It's different in China. By the age of five I just happened to learn swimming. The coach saw me in the pool and then picked me up, asked me to join the sports program, so that's where and when I started to learn swimming.

Did swimming take up most of your time as a kid?

Pretty much, because every day we would do an hour practice in the afternoon. That was when I was five-and-a-half years old.

How old were you when you started school?

Actually, six.

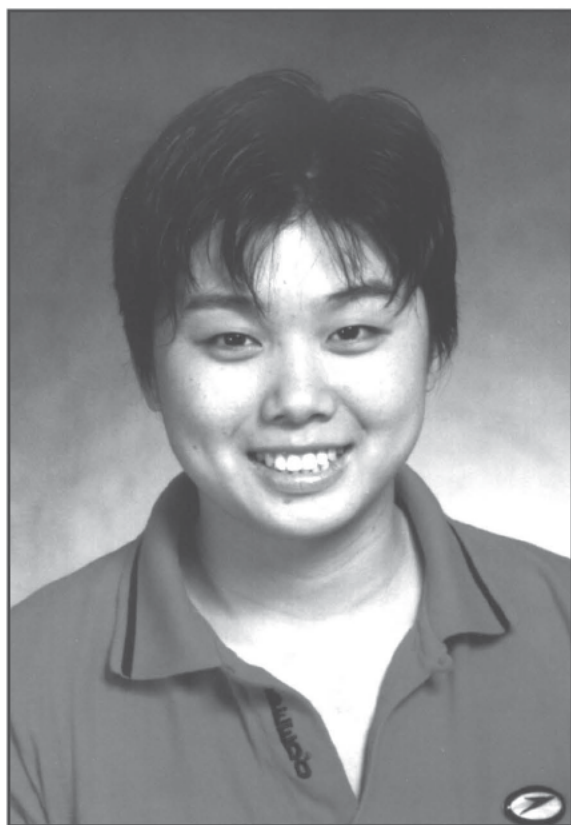
You were already practicing before you had gotten into school as a child?

Yes, it's funny because the reason I got in Normally, kids start school at age seven, but my grandma didn't want me to swim—to practice. She wanted to put me in the school first to avoid the practice, but my mom insisted, “Keep swimming, and then go to the school.” It's a funny story. Grandma's plan didn't work out. My mom just kept me at swimming *and* studying in school.

I also played badminton, even earlier than the swimming. The coach thought I was too little to hold the racket. In my town we have the world champions, so it was a popular sport in my town.

I guess, by that time in China, the early 1980s, the women's volleyball team won the world championship, and there were lots of ping-pong players. So sports was kind of like being the hero—the honor program—if you are able to be selected by the team. It's such an honor to represent your country and to compete.

And the fact that you were a girl didn't change anything?



Limin Liu

Right, because China's sports system is adapted from the Russian and East German system. The government pretty much sponsors all the programs. So when I was chosen for the swimming team club, my parents didn't pay a penny. It was just a free program, somewhat like welfare. For all the talented girls or boys, we were all honored to be selected by the team and then join the program.

You mentioned that the government was involved in athletics. Was there a certain patriotism to competing in athletics?

Yes, I think so, because at that time you knew you would be competing with other countries' athletes, and you represent your country. It's quite a patriotic thing.

Did the fact that your father was involved in a sports organization affect or push you towards athletics any more?

That's funny because I guess my parents didn't force me to do things. As a kid sometimes you can be lazy or tired of the training since you're little. I guess for myself I just happened to love sports. With swimming I never tired of the training. Actually, they gave me the choice on whether I was going to keep practicing or not.

At what point do you think that swimming switched from a fun activity that you were involved with to a really serious pursuit?

In China you have several levels of swimming. First, swimming was the sport for the children's program. When you graduate from elementary school at twelve years old, you could be selected by the province level—represent your province on a team. If you are swimming with the children's program, then you pretty much study and then train. But if you're selected by the province team, you've got more support, and you have to devote yourself and spend more time training. That's the difference because obviously you have to be training a lot more than you used to be.

And I am assuming that you, at twelve, were chosen for your province team?

Yes, that's right.

At that point how much more intense did it become?

Practice every day. Every day, morning and afternoon. You have to get up in early morning and then go to training, and also in the afternoon.

Did China at the time have a lot of developmental children's programs in different athletics? Was it pretty common for kids to be involved in something like that?

Yes. They are actually recruiting all the talented young athletes—diving, tennis, basketball,

volleyball. In China they have the province level sports association actually funding all these programs.

Were you groomed to become an Olympic athlete, or was that something that became obvious from your ability to swim?

I guess that was from my ability. We only knew the Olympic Games were in 1984—that's the first time China joined the Olympics, the big family. That was in Los Angeles in 1984. Before that we didn't know that much about the outside, but we, as athletes, were always competing. I guess for myself, I was always thinking, "You've got to win the game and train hard." When you reach a certain level you start thinking about it. As a kid you can't just think, "I'm going to become the world champion or the gold medalist for the Olympic Games." When you reach a certain level, like when you qualify for the national games, then make the finals, then you start thinking seriously about it.

So, at twelve you joined your province team. What was the next step after that?

That's the national team; I was about fifteen or sixteen years old. As a member of the national team you move to Beijing to attend training camps. They give you a special study program; you're not like the average students in the U.S. It's a little different, because you're so concentrated. It's not like a job, but it's an isolated place that lets you focus on your athletic field.

At this point, were all the expenses for this still being covered by the government?

Yes; it was still covered by the government.

Before you had joined the National team and gone into this special program, was it hard for you to balance swimming and school?

Yes, because more time was spent in the swimming pool at the time, but you still needed lots

of time to study. At the special program we were going to, the sports school, my classmates were all different national-team athletes—the divers, the track runners. We didn't study as many things as the average student does; we just chose the important subjects.

How many people do you remember from all the other National teams being around in this at this time?

A couple hundred people. It's a big camp.

Because you were at this camp and you were on the national swimming team, it wasn't like a traditional secondary school?

That's right. Yes.

When was the first time that you came to America?

I was on the National team. My very first time, I only stayed a day in New York. That was on the way back to China. We got a chance to stop in New York. We went to Brazil for the World Short Course Swimming Championship, but we had to transfer and change flights on the way back. That was my first time in the states. That was 1994.

Did you have any idea at that point that you might eventually come to America for college?

No. At that time, I had no idea, because I never thought about it. I was just like a tourist, just visiting New York, seeing the Big Apple, the big city.

How long were you in this school program while you were on the national team?

About three years. Not exactly three years, because in the sports schools you take things class by class, and then when you finish they give you credit.

Was it a set kind of thing that you did, or did you go at your own pace through the program?

They don't only design the program for you, but they have a similar pace.

Within China, and also internationally, what kind of competitions were you involved with leading up to the 1996 Olympics?

From the first time winning the World Short Course Championship in Spain in 1993 and continuing to the Asia Games—at which I was the three-time champion—set the Asia records. In 1994 I won three races at the world championship in Rome, Italy. Those were the biggest awards in my swimming that year. And then continuing in 1995 we had the World Short Course Championship, and they took me to the 1996 Olympic Games.

How much time did you have to prepare for the Olympics?

For the Olympic Games, we sort of take off some school time and just focus on the training, at least four to five hours per day. Most of the time we did swimming, but also we did weights.

Tell me about the Olympics that you first went to.

Gosh, time goes by fast. I think it was August, late July and early August. Humid, very hot. We were staying at Georgia Tech, I think.

What competitions or events did you compete in?

I competed in both the 100 butterfly and the 200 butterfly. I didn't do the relays. I gave up the relays to prepare for the 200 butterfly, after the finals for the 100 butterfly. I won the silver medal in the 100 butterfly, and fifth place in the 200 butterfly, I think.

What was your time?

58.38? I need to check again.

What were some of the records you set?

You mean overall right? We had broken some world records, and then people later on broke them again. Once I broke the 100 butterfly short course world records, and for the 1994 World Championship in Italy we broke the 4x100 meter medley relay. We broke the world records once, and also I was the record holder in the 1994 Asia Games for the 100 and the 200 butterfly. They were just broken this August, my thirteen-year record. But I still keep one 200 butterfly national record in China.

Is that kind of difficult, as these new swimmers come up, to have them break those records?

Of course, because I was set up in history, and now somebody made new history, but I can't help that. But I'm still pretty happy, because I say to myself, "My record was set for ten years, so I'll be great enough. It's good enough." Also, I set the NCAA records when I came over here in 1999 and 2000. I competed two years for UNR, and I set the NCAA records for 100 and 200 butterfly.

It's funny, because for 1999 we were swimming in a 25-yard pool. So I had broken the record, but later on someone else from another school broke it again. But in 2000, for the very first time, the NCAA switched from the 25-yard pool to the 25-meter pool. So, of course, I set the new records in the 25-meter pool. From that year, 2001, they switched back to the 25 yards. So I'm thinking, "OK, good, and I will be the record holder, if they don't change back to meters. I will always hold the 2000 NCAA records."

What are some of your memories from competing in the Olympics?

The Olympic Games never go away in my memory. My winning the world championship was always honorable, happy, exciting. For athletes, all high-level competitors, they all want the Olympic gold medals. For me, as a swimmer though, I was a little disappointed. I lost by a hundredth of a second—.001. I thought, "Oh gosh, how could I just lose by a little?" I guess I was pretty sad in that time.

It's different because, I guess people here think it's great—you were there, just participating, being a part of the Olympic Games. In China for us, though, we had a different education. You're not only swimming for yourself—you're swimming for your parents, and you're swimming for your hometown, your country. People value the gold medals more, so if you're a silver medalist you feel like that's maybe not really an achievement. It's kind of sad, like you didn't complete something. I guess those are the first things that come up in my mind. Now, as time goes by, it's kind of changed.

Where do you keep your silver medal?

The first time I came to UNR, they still had my picture with my silver medals, and the coach asked me to bring the medals with me. So the first year I came up with my medals, and they took pictures with me and my coach, and then the next year my mom said, "You've got to take the medal back home." So now she keeps the medal. They still live in China.

While you were competing at the Olympics, did you notice any differences in how the different international teams approached women's athletics?

Every country is different. But I did notice a big difference in European, American, and Asian countries. For Asian athletes we are more, how do you say, humble, or more "kept inside." Even when you're winning or losing, you just kind of take it in with no facial expression, no jumping or cheering. But for the Americans or the Europeans they are more outgoing. They have more expression. You can tell by the body language.

In the long term how do you think competing in the Olympics has benefitted you?

The part I most appreciate is the experience and also learning how to take the failure. I guess for the athletes, if you are already able to participate and join the Olympic Games you must be good, right? You must be a national champion,

but even as you approach or reach the national championship you have gone a long way in terms of training and competing, and sometimes you won, sometimes you lost.

Even from the children's program I had over thirty teammates training, but in the very end I only saw myself; I didn't see anyone come with me. It's tough. You have been competing with others, but you are the only one to get up in first place. As a woman athlete, to be taken to compete in the Olympic Games, that's a long journey. That's the way to make you become strong—strong enough and tough enough—to reach the final point. That is the most important part, to become strong, mentally.

How old were you when you competed in the 1996 Olympics?

Twenty years old.

At that point, were you thinking of attending college later?

At the Olympic Games I met the former national swimmers who had come to visit us in Atlanta, and one said, "Have you ever thought about coming over to the States to study?" She just mentioned it, and I didn't really remember the sentence, but I knew somebody started talking about college.

After the Olympics, did colleges start recruiting you?

Yes, after that time.

And internationally?

Not internationally because as a good swimmer in China, the good, famous Chinese universities also wanted to recruit me. I got a chance to get into WuHan University. They gave us a very good study program. We got a special teacher. They assigned a teacher just for the small group of athletes, because they knew we were different than the average student. They gave us

more time to prepare and to study. We had more attention actually. The school paid more attention to us.

You were able to transfer credits over to UNR?

I transferred the credits, yes.

What schools within the United States were recruiting you?

UNR.

Was UNR the only one?

Yes, because the diving coach was a Chinese coach who had moved here and started coaching for UNR. The swimming coach actually asked her to help him recruit some swimmers, and they finally reached me.

Are the Olympics as big a deal in China as they are in America?

Yes. It's more of a big deal in China. In China it's even bigger than America, I think.

What were you doing between 1996, after the Olympics, and 1999, when you first came to UNR? What happened in those years?

In 1997 I was still competing, but in 1998 I focused more on studying, because we have to pass the TOEFL tests to qualify to study over here. I spent a year just trying to study harder and focus on my English to come over to study here and apply to the schools.

What was it about UNR's offer that made it appealing to you to come over here and study?

UNR was recruiting me, and I knew they had a Chinese coach here, which made me more comfortable, and by that time one of my former teammates was already attending UNR. She emigrated here. Meanwhile, I had the desire to learn English, and I wanted to experience the

"New World." The States were still far away, a totally different world from China.

Did UNR offer you a scholarship?

Yes, a full-ride scholarship.

What was your first impression of America when you came over?

Independence. The first time I walked to the school, the coach took me in, greeted me. At that time I couldn't speak fluent English, only "Hello, how are you?" Very simple greeting words, "I'm Limin, by the way." The coach greeted me and then took me on a tour of campus—the library, the business school—where I was going to take my classes and the academic advisor's office. Then he said, "OK, you're set. Go register for classes."

I was speechless because I thought, "Oh my gosh. I don't know how I can do this." In China we are used to being cared for. When you were on the team, the coach pretty much did everything for you, took care of you, and you had other supporting staff to help meet your needs. But here you have to handle everything, not only in swimming, but also with studies. In China you are always part of a group, and here it is like you are totally free. You have freedom, but you also have the fear.

When you were studying in China, had you chosen any sort of major at that point?

I did like business. In China I chose the same major—business. At the very beginning, the diving coach just put some major on my application form for UNR. I didn't know anything other than that. But later on I switched back to business.

What did you think of UNR at first?

It was very nice, a very nice school and comfortable. I was living in Canada Hall. The best dorm, I guess. [laughter]

How old were you when you started at UNR?

Twenty-two.

What was your impression of Americans as you met some of them?

Honestly, the first one or two years it was tough, hard. In China, if you go to school from your freshman year until you graduate; you have one class and one group of classmates who will always be there. The professors changed rooms, but the whole set of the class would remain in the room.

Here you have to run between the different classrooms, and you always have different classmates. Also, as international students, we have the language barrier. I didn't make any really good friends in the first or second years, because we could hardly speak to them. We had fear. But the students, my classmates, and professors were all nice and very willing to help you.

Also in China, because you see each other for four years, after you graduate, you've already built up great friendships with your classmates. Even ten or twenty years later, you still remember your best friend when you were young, your best friend in college, and the whole group of friends. Here, people are running between different classes, and you just say simply, "Hi," and don't have time or the chance to get to know anyone or make best friends. That was totally different.

Did you have any professors that made an impression on you or that you liked?

I only remember the tough one! [laughter] Yes, I do remember some of the economics professors. Of course, some were Chinese professors, which helped me a lot, because you know someone who can speak the same language to you, and it made me feel comfortable.

Who was your coach when you first started at UNR?

I had two coaches. The first year it was Mike Anderson, and one year later he resigned and

moved to Alabama and then to Hawaii. The second year it was Mike Shrader.

What were your impressions of those two coaches?

Being in America, an athlete swimming for a college, you need self control. The coach does help build you up; they monitor your swimming, but they don't do it like Chinese coaches. They were always watching seriously and always pushing you hard. Here, with human rights or something, the coaches overall are nice to you; they don't even say harsh words to you. But in China, the coach is always saying "You're fat. That's your fat. You've got to watch your weight if you want to win. You've got to build up your body. You've got to lose weight. You're fat." But here coaches say, "You are always great. You are nice." Sometimes I knew there was something wrong with me, but I guess you have to do some things by yourself.

When you were in China, how many people were on the national team?

Let's see, forty or fifty. We practiced at the same time, but we had different coaches.

How many coaches were responsible for that fifty person team?

It depends—seven to ten. For each group, one coach may be only training three or four. So they are pretty focused on you in a small group.

In America, how many people do you remember being on the UNR team?

The UNR team was big. One year it was really big, over thirty, or twenty-eight, and that's one coach. They might have two assistants.

Even with that it was one coach to ten people?

One to ten, yes. You really needed self control. If you don't make up your mind to train hard, nobody cares. You're swimming for yourself.

The coaches in China, were they swimmers themselves who had then become coaches?

Yes, most of them were swimmers and then afterwards attended the sports college, some athletic program, and then became the coach. The coaches were a mix of men and women.

What was it about the butterfly stroke that appealed to you?

I don't know, maybe I just got to the point in my stroke where I could always polish my stroke. I think my technique was always good. Even when I was little, my coach was very focused on me. I'd put a little detail in my rotation, shoulder rotation, and things. For me, the training was very hard, especially when you're swimming the 200 butterfly. That was killing me in the last twenty five meters.

With the movement you have to do for butterfly, do swimmers ever get arthritis or any problems with their shoulders?

Yes. My main problems are just shoulder problems because in butterfly you have to use your shoulders, and you've got to be strong. And when you are swimming four or five hours a day it kills you.

Do you have any impressions of how involved the Athletics Department at UNR was with the swim team?

I only remember when the diving coach told us we have more and more full rights, which meant the Athletics Department started giving more scholarships or more money to support the program. I remember they mentioned that in the beginning the UNR swim team was kind of small—the team and program. Mike Anderson developed the team more and more, and we were always winning the conference. We were conference champions many times.

Do you remember who the women's athletics director was at the time?



Limin Liu swimming the butterfly stroke.

Yes, Angie Taylor. She always came to watch the competitions. I did talk to her, but I really didn't have much time to get to know some of the administrators. You know, as an international student, I didn't have that much courage to talk, with hardly speaking English.

What do you remember, financially, was the situation for the swim team?

It was a little different from when I was on the national team in China, because we had lots of equipment. Not only the swim suits and goggles, but we also had a bunch of swimming benches and different equipment to build up your muscles, the dry land equipment. At UNR we didn't have that much which would be useful for the training.

Do you think that maybe a part of that was based on a different philosophy between China and America on how to train?

Yes, I do think it's a little different here, even with the coaching style. The plan is different.

On an average day, how long would you practice at UNR?

We had Monday, Wednesday, and Friday morning practice, six to seven thirty or sometimes until eight. Also every afternoon from two until four.

How did Lombardi compare to the facilities that you were using in China?

Overall, Lombardi is a great facility, I believe. It's very convenient and nice.

When you travelled for different meets, how did you get there?

Most of the time we drove, because most of the time the meets we were attending were in the Bay Area. Normally we had two vans.

Did you have any trainers who would go with you to meets?

We had a volunteer masseuse, Bob, who has been with the swim team for many years, and I believe he still works with the team now.

Do you remember if there was any sort of tutors or academic assistance offered to you as an athlete?

I don't know if we were required to go to the athlete's study center. They did offer a tutor program and also provided a study area.

Were you required to go a certain amount of times during the week?

I think it was only for the freshman, maybe first year or second year. It didn't matter that I was a little bit older than the average; it was required of us to do it our first year.

What were the different women's teams at UNR?

Basketball, volleyball, tennis. The soccer team, I know when I finished, had just created that new program.

Was there any sort of community among the athletes at all?

No. We knew some women athletes, girls we made friends with, some girls on the tennis team. Myself, I didn't go to other games because I was so busy training and studying.

Do you remember there being any sort of competition for the facilities with other teams or intramurals?

No, I guess we were different because we were always in the pool. The only conflict maybe was the gym and the lifting room, but we kind of had different training times, and it worked okay.

Did you ever do anything as a representative for athletics?

No, I don't remember.

While you were in America did you ever serve as a representative as an athlete in China?

Yes, in 2000 after I finished the NCAA, I took off ten months and went back to China. I trained with the National team and competed in the 2000 Olympic Games.

Why did you only compete for two years at UNR?

Because I transferred here, I only had two years where I was eligible to compete.

So you took ten months off to go back to China. Tell me a little bit more about that.

I was studying well in the States, and my time was faster. I was actually the top swimmer compared to Chinese swimmers. The national team actually called me back and asked me whether I was waiting to go back. I said, "Yes, of course." So I took ten months, went back to China to swim and train in Beijing. Meanwhile, I was doing independent study online, while I was in China. I took one class, I think.

Was it an adjustment to go back to China, from having swum in America for two years where the systems were very different?

For me it was a great experience because I pretty much learned how to become independent, and also to swim for myself. Before I came to the States, I was a good athlete, but I still needed the coaches to push sometimes. When I was competing for UNR, I controlled myself and still stayed a high level competitor. My Chinese coach was surprised, as well as other national team coaches, because they never thought I could still be as good as I was when I was training on the national team.

They maybe expected you to decline a little bit?

Yes, but I didn't. I still wanted to prove to myself that I still had the ability to compete as the best. For me, it was an honor to be called back.

At that point, competing collegiately in America was through, by the time you went back to China?

That's right.

Where were the 2000 Olympics held?

In Sydney, Australia.

How did you do?

I didn't do well. I only made it to the finals, eighth place with the relay teams. That time it was totally different. In China, the competition, the style, was different. I was more adapted to the American system, so when I went back to China, it was tough. They were thinking, "You should be training in the States until the Olympic Games, and then you should come back." But I came back too early. But as Chinese sports teams require, you have to be in China for a certain time before competing.

What NCAA titles had you won while you were competing at UNR?

In 1999 I won the silver medal—second place—for 100 butterfly and first place for 200 butterfly. In 2000 I won first place in both the 100 and 200 butterfly.

Did you compete in any relays while you were at UNR?

Yes. Maybe we made the finals for the relays.

Did you have time for anything else besides studying and swimming while you were at UNR?

Unfortunately, I didn't have any time. I know the American teammates did have lots of parties,

but for us, we would rather stay in the dorm and study.

We were pretty isolated. [laughter] I did not attend any social events at UNR; I was just so focused on studying and swimming. We had to make at least a 2.0 GPA to qualify to compete and to keep our scholarship.

Did you ever struggle with studying because of learning English? Was that difficult?

The first two years, yes. By the time we had three or four Chinese swimmers on the team, we were at 3.0 GPA, all well above the GPA limit.

We had three or four Chinese girls on the team. As international students we did feel that, because the swimming team was all girls, some girls were very nice, but we felt that some girls weren't nice to us. Maybe they thought that because we were there, that they lost their chance to get a full ride scholarship, so they were not so nice to us. We could feel the attitude, but overall, we were fine.

Do you remember what conference you were in for those two years?

Big West.

Who were some of the other schools that you were competing against?

When we were in conference we were competing against UC Berkeley and Stanford.

Do you feel that UNR was supportive of women's athletics during the time you were there?

Yes, I believe so.

Outside of the teammates, you never had a negative experience with anyone at UNR in relations to athletics or anything like that?

No. The professors were supportive because sometimes we needed to get out of class when we

were competing out of town or training for things. They were nice, and they understood.

Was there ever a point where you regretted coming over to America?

No. I'm happy with my choice, because it was a totally different experience. If I stayed in China it would have been easy in school, but no words can explain how good and valuable the experience was.

How long do you remember the season being, while at UNR?

Five months—the competition season.

In terms of conditioning prior to and after the season, did they expect you to keep up on your own?

Yes. They left it up to us, especially during the summer break. During summer break I was pretty much training by myself.

Was there a specific day of the week or time of the day that you would have meets, or did it vary?

We did have a specific schedule.

How many competitions or meets a season do you remember having?

At least ten, I think. I'd say most of the competitions were one to one, or one to two. A few conferences had multiple teams come over together; but overall, most competitions were one to one.

In order to be able to compete in the NCAA division and the championships, was that based on qualifying under a certain time?

Yes, you had to qualify under a certain time, and you also had the individual top twenty or top twelve for all the season meets. They would give you the qualifying time.

Do you remember having any big rivals? Was it a big deal to beat any of the teams that you competed against?

Yes, once we were competing with Stanford. Even if we lost by only a few points we were still able to compete against Stanford and almost kick them out. That was a really fast group, because we knew, overall, our team was not as strong as Stanford, but we would still be able to compete in a close race and almost catch them. It was even better than if we were in some small conference and were the champions. When we were there, we were happy, and it was a cool thing.

For someone who doesn't know how a swim meet works can you explain how the points work out?

For a one-to-one meet, say the Las Vegas team comes over to compete with us, we would send two or three girls to compete in an event, so there would be six girls swimming one heat. First place would take ten points, with second place taking seven, and then you just go down—five, three, or one. You generate all the points. For the relays, you have double the points.

So for a team that may not necessarily get first place in every heat, they can still win, because it's based on how many points, based on placement.

Yes, that's right.

Do you remember how many of the meets you had to travel to compete in?

I remember we traveled a lot, maybe five or six. I think at least half of the time we were out of town.

How did Lombardi compare to the facilities at other schools?

I'd say it was average. The Lombardi pool is a nice pool, but the only thing is, it's too short. I

want to have twenty-five yards. I remember that we were talking about having an Olympic sized pool, which means fifty meters. It never happened, but I still wished for it. In China we did our training in Olympic-sized pools. Only the States have twenty-five-yard pools.

Do you think, time-wise, it makes a difference only having to make one turn in a fifty yard pool as opposed to having to do three turns?

Yes. When you have more turns, then you go faster. In the transition, you push off of the wall and gain strength and shorten your time. Also, yards are shorter than meters, so for a hundred meters, the best time in the world now is about fifty-six or fifty-seven. That would be fast. But with yards, you could easily do it in fifty-one or fifty-two. That's super fast. Meters converted to yards, it's like ninety-one or ninety-two, which is a big difference.

In terms of the pool length, do you think it's true for all of the different strokes that there is a benefit to swimming in only a twenty-five-yard pool?

Yes, it's a benefit. It's easier, actually, than the long course pool.

Did you ever toy with the idea of doing other events or anything like that, or were you pretty much swimming the butterfly?

When we were in China, I pretty much focused on the butterfly. But here, we tried to swim as many strokes as we could, because we needed to get more points for the team. So here I've been swimming in a lot of different events like the 200 backstroke, IM, and freestyle relays. Besides the breaststroke, I swam in the other three strokes a lot, which was fun. And I prefer shorter races.

While you were at UNR, you remember there usually being three coaches?



The swimming and diving facilities in Lombardi Recreation Center.

Yes. There have always been three. One head coach and two assistants. Assistants were always part-time.

Overall, how do you think athletics for women in the U.S. compares to athletics for women in China?

The major benefits, I think, were in the academic part. Here, the program lets you focus on more than one side. You can handle it if you are good. You can have good training and also keep the academic things. So you get both things—good training and a good education. In China, the problem is, the two parts are too wide. You either focus on training—the athletic part—or

you just study. Here I got the benefit of both. I got my education while I was training and still kept my competitive level high. That was the major difference between here and China.

While you were in China, did you feel like you were disadvantaged in any way by focusing on athletics as opposed to focusing on academics?

Yes. We were training so hard and were so focused. That is the system. You have to give up your study time to pursue your athletic life. But now, since I came here to study, and also won the NCAA championship, I have set a good example for Chinese swimmers. The coach was surprised

because I'm not only studying in the States, but also training and able to compete on the national level. I think that is a good example to set for the Chinese.

For the Chinese athletes who stay in China, once their athletic careers are done, what kind of professions do they typically go into?

That's the second benefit of being here. Here you are not only an athlete, but also you can develop your other interests and find different programs to study. You may become a doctor, lawyer, or a businesswoman in the future. In China, the roads are pretty narrow. Most full-time athletes, when they retire, go to the sports college and become PE teachers and coaches. The Chinese athletes don't become doctors, or lawyers, or other careers. It seems like it is pretty limited. Over here, they open more doors; you have more directions as an American woman athlete.

Do you have any impressions of the difference between women's athletics and men's athletics within the United States?

Yes, I do notice that there is still a big difference. [laughter] Football players always have some benefits. I don't know if that is true or not—I heard some news, not from UNR, but from some other states—but the men's team became beneficial for the school because they can easily get sponsors, and the school can gain ticket income; the school values the men's team more than the women's team.

Did you ever get that impression while you were at UNR?

Yes. Academically, they had it easy. That's how I feel, the impression I got. [laughter]

Are there any other stories or memories from your time at UNR that you would like to reflect on, or anything that I haven't really asked about?

They do have drug tests in the U.S. I think that is good. [laughter]

Were you drug tested at all in China?

A lot, yes, in both places. That's a good program—to monitor and to control steroids. Sometimes it doesn't go too far.

Does athletics in China have the problems with steroids that we do in America?

Yes, I think so. But China does take this seriously.

So you went back to China in 2000, for ten months, to prepare for the 2000 Olympics. After the Olympics, what did you do?

I guess that is the common thing. I came back over here in December of 2000, took my winter break, and then went back to UNR. I finished all of my classes and credits, and graduated in December of 2002.

When did you start on your master's?

In 2003. I began right away. Meanwhile, I also got a job working at the Nevada Commission on Tourism. I took night classes part time and just graduated this May. My master's thesis took me longer than I expected. [laughter]

What is your job at the commission?

I am a sales manager. We promote Nevada as a destination, and I focus on Asia, especially the China market, both domestically and in China. Most of the time I am attending trade shows and seminars, giving presentations on Nevada as a travel destination. We sell the view of Nevada as a whole to try to bring more international visitors over here to spend their money. It is a great benefit to the state.

Did you ever get any sort of endorsement deals? Did the celebrity of being an Olympic athlete ever get you anything?

Yes. When I went back to China for the business trip, I was really able to promote Nevada,

because so many people noticed me. I guess that was a benefit of having my sports background.

Do you know how long the government in China has taken an interest in athletics?

I think for more than twenty or twenty-five years. Now it's changing; everything is reforming. I remember when I was little the government pretty much sponsored all the programs. Now you have to pay for the kids programs.

Do you think that that would be a positive or negative effect on athletics in China, as a whole?

They are still reforming and changing. I do wish China had a similar program as the NCAA, or even the college sports program, in that way. The government doesn't need to fully sponsor these programs because right now they are paying a lot of money, but only a few people benefit from the program. If these become social events put on by the school system, I think more and more parents would be waiting to send their kids to this sports program.

Would you have been able to be involved in swimming if your family had had to pay for it?

It's hard to say. I think it would have discouraged a lot of parents from sending their kids, but if they saw that you had talent, they would probably still do it. But the time was different, the way people thought was different. At that time, it was such an honor to be selected; parents wanted their kids to try the program.

Do you think athletics in China today is valued as much as it was ten, twenty, thirty years ago?

As a matter of fact, I think the program has shrunk; it's smaller. We don't have the same kind of system as the colleges here, where you can be not only an athlete, but a full time student. In China, now more parents realize and believe that education is more important than sports. When they have to make a decision to either

go into full-time athletics or education, they choose education. The kids don't want to, or can't handle, the tough training program in swimming.

What was the main reason you decided to stay in America?

The job gave me the chance to have new experiences. A lot of days I still wonder about my future. I may go back to China, or I may stay here. I am still waiting to make the decision. China is still my home, and now everything is moving fast and changing. There are great opportunities there. I still learn a lot over here, too. Of course, China has opened the door, and it is sometimes even more Westernized. With my experiences here, working in the States, dealing with the Western system, I am looking forward to the future and what is coming for me.

How often are you able to go back to China?

At least twice a year.

Do people treat you any differently because you are living in America now?

I don't think they treat me differently, but maybe value me more as a professional businesswoman.

How has being an athlete throughout your life benefitted you?

I have only lived a short time so far—I am not very old—but I feel like I have been through a lot of things. I am ready to experience the world. Winning a lot of competitions made me strong mentally and physically. I learned that if you want to achieve something the only thing to do is try it and never give up.

Are you still competing?

Sometimes I joke that I am retired, but I am at the master level. I am still swimming sometimes

with the master team. I just did the Trans-Tahoe this past July. Last year I went to the World Master Championships at Stanford. It was fun, and I saw a lot of great athletes from fifty years ago, but they are still great. [laughter] I wish I could be as great as they are. They are in their fifties and eighties, but they are still tough and still training everyday. For me, I train about once a week now.

Today, how much is swimming a part of your life?

It is still important. I still like to watch competitions. I still pay attention to the UNR teams, as well as the Chinese teams. I don't swim that much, but swimming will always be a part of my life—an important part.

Have you ever considered coaching at all?

Yes, I do think about coaching. Maybe someday in the future.

That is about all I have. Do you have anything you would like to add?

I really appreciate having the chance to come study here. I had so many wonderful years here, even though I was older than the average college student. It was wonderful to experience both sides. In China I would have had to quit swimming and go completely into a student life. I had the chance to come here, extending my athletic life. I made the 2000 Olympic Games, and I am pretty happy with that.

MICHELLE GARDNER

Michelle Gardner: I was born on April 4, 1966 in Monroe, Michigan. I actually grew up in a little town called Petersburg which is about thirty miles south of Ann Arbor, and it was very small. I think I had seventy-some kids in my class. I started off playing sports probably when I was eight or nine. I was the normal kid doing all the sports I could possibly play.

Allison Tracy: Were those sports informal with neighbor kids, or were they actual organized teams?

A lot of it was informal with friends and neighbors. We had a big group of kids all around my age in our neighborhood, so we played basketball, we played football, and we played baseball. Notice I said “baseball” not “softball,” because that’s what we played. You name it—we pretty much did it as a group.

I started playing organized softball when I was nine. It was slow pitch, and we had Little League and a major league all building up going into high school. At that time our high school was actually playing fast pitch, but I didn’t know anything about that. We had some rec leagues for basketball which I started playing, but that was pretty much it for that younger age group. When I was in middle school we actually had a basketball program and

a track program. Those were the two sports that the middle school had for that age group.

In terms of the size of your town and your teams, would you compete with other nearby towns, or were there enough kids to do it within the city?

Oh, no. Actually, there is a Monroe County League which is what we played in. I want to say there may have been about eight or nine teams, but everything was within a twenty-minute drive. We had a couple schools that were outside of that, but for the most part everything was within twenty minutes. In Michigan everything is broken down by classes: A is the biggest, then B, C, and D. We were C. I think we didn’t even have 300 kids in our high school. 300-500 is class C, and we were barely class C. Since then, they’ve dropped down to D.

Was that like the 1-A, 2-A, sort of distinctions?

Yes, absolutely.

Did you have brothers and sisters?

I have two younger sisters, and we are each two years apart. When I started doing stuff with



Michelle Gardner

the kids in the neighborhood they were still kind of young, especially my youngest sister. They played their sports as well, but we all had to do the same thing. When I was in major league, my sister was in minor league. It was just kind of that process.

Was your town at that point accepting of girls in sports?

A little bit. Like I said though, softball was about the only organized sport that was even outside of school because we played softball in the summer. It was a boys and girls, major and minor league, and there were four teams in each group. Then they would pick an all-star team that would go to the Monroe County tournament. That was kind of the highlight of playing ball all summer, to get picked for the all-stars to be able to go to the Monroe County tournament.

My town was somewhat supportive on that realm, but there really wasn't all the organization that there is now, with volleyball and soccer. I didn't even know what soccer was back then. Some of the bigger schools would have sports like field hockey, but my high school did not have that. We had volleyball, softball, basketball, and cheerleading—that was it.

Do you think a part of that was based on the size of the town that you were living in?

I think some of it was based on that, but there wasn't a big push for girls at that point. Kids that were out in bigger cities obviously had more access to other sports. For instance, Dundee, Michigan, which is not even ten miles from Petersburg, had a pool, so they had swimming. They also had a bigger school, so they had other sports. We took swimming lessons at Dundee's pool because they opened it up for everybody in the surrounding communities. That's where I learned how to swim, but other than that we didn't have swimming, and soccer was nonexistent back then.

Did you see any changes in that while you were growing up?

I think as it progressed there was not really the addition of sports, just more girls becoming involved. I think their summer programs are still pretty much the same as what they were. For instance, my niece is a junior in high school right now, and she is actually playing on a travel-ball team that is out of New York. When I became more competitive as I got older, I had to go out to play more competitive ball; I wasn't going to get it there. Where I am from we played slow pitch up until you went to high school, so I never even played fast pitch until I was fifteen.

Kids now don't play multiple sports. A lot of times they just play one. They are focused on the one because that is where they are going to get their scholarship to go to school. The ones that are doing that play outside of high school, and so they are committed all year round to that sport, and they don't necessarily compete in other sports in high school. If they do it's just not taken as serious as some of the other things they are doing.

Do you feel that kids who want to play their sport in college should do those outside teams to get out there more to be seen?

Yes, I do. I think that is the reason there is club volleyball, club softball, club soccer, and AAU

basketball. I'm not recruiting from a high-school team very often, because I'm going to see them play in the summer—that's my main recruiting time. It's very difficult for me to recruit during our season, which is when softball is played around the country in high schools. I'm not going to miss one of my practices to go out and recruit a high school game when the kids that I want to see play travel ball, and I can see them in June, July, and August. I think there's so much more emphasis on college athletics now, and the fact that it is my livelihood, I have to be successful to keep my job. I have to put all my energy into that during our season so the off-season is spent recruiting.

Outside of sports were you involved in other things in high school?

Not a whole lot. That was what I did, and all my friends did it. Because we were so small most of the kids that were athletes all hung out together, because they all played all three sports. On my basketball, softball, and volleyball team, I guarantee you every one of my friends played. One may not have played one of them, but for the most part we all played all of them.

How was that transition into high school and starting to play fast pitch?

To be very honest, when I played slow pitch I was a shortstop, and I was very good at it. The last year I played we actually won the Monroe County Tournament. That is the highlight of your life, right? The next summer, before I went into my freshman year in high school, there was a gentleman who was actually from California whose daughter pitched for our high school team—actually a couple of his daughters did—and she was going to graduate. He said, "The high school needs a pitcher next year. Do you want to learn how to pitch?"

I said, "No. I want to play shortstop."

I was the biggest kid out there. I was 5'10" in eighth grade, so I had grown up being taller than everybody my whole life. Up until high school I was faster than any boy in my school. Then all of

a sudden they hit their growth spurts, but I was probably as athletic as most of them.

So he wanted me to pitch, and I was just bound and determined that I wasn't going to do it. Then he said, "Well, if you don't pitch, you don't play, and I'm the coach. So, what do you think?"

I thought, "Crap. I guess I've got to learn how to pitch."

Then I figured out that if I pitched I had the ball every single play, so I was all right with that. I was horrible my first couple years. Right now I work with kids that are nine and ten years old. All these kids have pitching coaches. Well, I never had a pitching coach.

After he taught me how to pitch he moved back to California, and there was nobody in my area that knew anything about pitching except for this old gentleman who had played men's fast pitch. He was a one of my friend's grandfathers. So he would come out in the yard and try to help me learn how to pitch.

Back in middle school we had a basketball program and track, so I ran track and did basketball. Going into high school, I had never played volleyball in my life. So we started off, and the first season for us was basketball. We got through the basketball season and the coach asks, "Hey, you want to play volleyball?"

I said, "Sure."

I was pretty good at everything, athletically, that came to me. I loved volleyball. I wasn't great at it, but I was good at it. In basketball I averaged almost twenty-five points a game, so I was good at that, too, but softball was the one sport that I dominated in. I dominated in pitching. I threw the ball close to 70 miles per hour. You never knew where it was going, but I threw it that hard. My freshman year I literally walked about 200 batters, hit about 150 of them, and struck out the rest. I've thrown balls over backstops, behind me. My own team wouldn't get in and take batting practice because I hit everybody.

So I had to learn how to become a pitcher and still just played in these little leagues. Then I had an opportunity to play travel ball up in Ann Arbor where the coach from Michigan (University of Michigan) saw me play. My senior year in high

school we won a state championship, which is the only state championship that has ever been won at my high school in anything. My niece has now thrown in two state championships. They haven't won, but she's been there.

What year did you graduate from high school?

1984.

How was travel ball different from competing in high school?

Well, every athlete is good. In high school you're lucky if you get two or three good athletes on a team, especially as small as our league was. I had no idea of an outside world of softball. So I get up there, and now I'm competing against a lot of kids that are as good as I am. It's kind of a rude awakening at first, thinking, "Maybe I'm not good enough to be here. Maybe I'm not good enough."

I still have people behind me pushing and saying, "You *are* good enough." I didn't believe it myself because I went from fourteen strike-outs a game to seven—a big difference in those two worlds.

How many years did you do travel ball?

Just two. I think I was sixteen to seventeen and seventeen to eighteen. I played on two different teams. The first one was just an Ann Arbor league, which wasn't quite as good as the next step that I took which was a bigger travel team out of Ann Arbor. So that was really my first experience. Our team didn't qualify for nationals, but I got picked up on a team from Grand Rapids, Colorado, and we went to nationals in Boulder, Colorado.

Kids from California had been doing that for years and years, but we never knew it existed, not where we were from. That was really my first big experience with being recruited. After I played in a couple tournaments in Ann Arbor I was getting letters like crazy and had no idea what these people wanted.

I thought, "Are you kidding me? You want me to go to school and do what?"

I didn't know what college athletics was about. I'd never seen a college game in my life, in any sport, really, besides football, because Michigan and Ohio State football is big. That was the only college sport I had ever seen, and I didn't understand it. I didn't have a clue as to what college athletics was about.

What would those recruiting letters say?

"We've seen you play. We think you're talented. Fill out this questionnaire if you're interested in our program." The same stuff I do right now. Only the difference is these kids have all watched college ball, so they know. They are being programmed and trained from twelve years old to go play college ball. Like I said, at sixteen or seventeen years old I had no idea what that was about. Nor was it ever said to me or pushed on me, because my parents didn't know. I was the first kid in my family—aunts, uncles, cousins—to graduate from college. I was the first one to even *go* to college. We didn't know about going to college.

I'm assuming you got some scholarship money?

I had a full-ride.

At what point did you think, "They are going to give me a full-ride scholarship, and I'm going to go to Michigan."

Pretty much in my senior year of high school. I had been getting letters since my junior year, but I chose Michigan because it was close to home. I was a homebody. I grew up in a small town where everybody knows everybody. All my aunts and uncles live in the town and my grandparents live in the town—we all live in this town.

I had an opportunity to go to Indiana University, which at that time was a powerhouse, as well as Central Michigan University, and Oklahoma. I had a bunch of schools recruit me, and I went on a couple visits and thought, "I can't go away from home. That is not happening." I was the kid in high school, when everybody was

making plans to go out and stay at their friend's house, who would say, "No, I'm going home."

So, Michigan was thirty miles away. I had a couple aunts that worked up there, and then my mom started working up there. Actually, most of my family works at the University of Michigan. So I thought, "OK, this is the place I want to go, and they actually want me to play softball." So, I wasn't looking at it as an academic opportunity but as going to go play ball. The kids I went to high school with were done, and I got to keep playing. From there I pretty much started playing women's ball in the summer because I couldn't play eighteen and under anymore, and there were great women's travel-ball teams in that region.

At that time what did full-ride entail?

Same as it is today: room and board, tuition, fees, and books.

Did you get any stipends or per diem?

When we traveled our meals were taken care of, and sometimes we got per diem. All freshmen were required to live in the dorm, so basically you had a meal card, like everybody. My sophomore year I lived off campus, so I got a stipend every month, which is the same as we do it now.

When you first got to Michigan, what was your impression of women's athletics?

You know, I can't really remember. I'm looking at it now and then it's a completely different world. Our facility was nothing more than a glorified high-school field.

In the winter my freshman year we practiced in "Bo's" Field House. Bo Schembechler (Glenn Edward "Bo" Schembechler Jr.), the god of football in Michigan, every night walked in the field house. We practiced at night because it was the only time we could get in there. We practiced from eight to ten at night. Baseball practiced before us, and football had it during the day. If other sports needed it, they worked around.

In January we started our winter practice, so we were in the field house at eight o'clock at night. Bo was walking one night, and he looked at us and called "Hutch" (Carol Hutchins) over—who was my coach—and said, "How come your kids don't have Michigan clothes on?" We just wore our own T-shirts and shorts. Some of us had Notre Dame shirts, so we didn't match. We didn't have one piece of clothing that was remotely similar.

Bo said, "That's crap. You guys play for the University of Michigan. You should have Michigan clothes." The next year we actually had practice clothes. So I don't know if he did something with that, but we went from being a bunch of scrubs with nothing to having practice clothes. We got cleats and clothes. We bought our own gloves and our own bats—all of that type of stuff that I give my kids now. They don't pay for any of that stuff at all. Here we had to purchase accessories, not to mention we had the latest practice times you could possibly have. It was either that or 5:30 in the morning. Those were our options.

Now, at Michigan I think baseball and softball alternate days as to who goes late and who goes early. There are a lot of things at Michigan that have changed since I was there—I can promise you that—but back then I wouldn't have known any different. Now I look at it and go, "I wish I was playing now." [laughter]

What sports did Michigan have when you got there?

They had swimming and diving, track and field, field hockey, volleyball, basketball, and I want to say we had gymnastics. I think those were the major women's sports at the time. Oh, we had tennis also, because we used to practice in the tennis facility and do our pitching workouts in there in the winter. I remember that.

I know the men had baseball, football, basketball, and hockey. I want to think we might have had a men's gymnastics team. We had men's swimming. I know we had hockey. We might have had men's and women's soccer, but I know it was club. It wasn't a varsity sport. I really don't know past that.

Has there ever been a women's ice hockey team?

I don't believe there is collegiate women's hockey that's a varsity sport. I believe now they have club teams. I'm not sure if Michigan does, but I think some of the mid-northern schools—Minnesota and some schools like that—and some East Coast schools have hockey now. I mean, women's hockey is in the Olympics. I believe it's club, but I don't think it's a scholarship sport.

I realize field hockey is a respectable sport in its own right, but I'm wondering if it was developed as a watered down version of ice hockey.

In one respect, maybe. There were a lot of high schools in Michigan, and the big schools always had field hockey. Personally, I couldn't ever see the fun in someone hitting a ball that hard at me without a glove, but that was really an East Coast sport to me. It would probably be more of a version of lacrosse.

And lacrosse, too, is East Coast.

It is a total East Coast sport. I don't think we had lacrosse. It might have been a club sport then, but I don't know what it is now. As a matter of fact, I never even watched lacrosse until I realized it's always on before the women's college world series. The lacrosse final championships series is always during the women's college world series of softball, so you would have to watch lacrosse to get to softball. [laughter] It's a great sport, but I never knew about it.

Growing up on the West Coast, there are so many sports that I just had never heard of.

I mean, we have a rifle team here; I've never heard of such. Ski teams, you don't get those on the East Coast. There's no mountains and definitely not the snow like you have here. Now it's equestrian and all sorts of things. Personally, with all the things that go on here I can't believe bowling is not bigger. It takes as much talent to bowl and be able to throw that ball as it does any other. Oh, I think we had men's and women's golf.

What sort of support was available for women's athletics at Michigan while you were there, in comparison to the men?

We were just a sport that you had to have. It's like not having practice clothes, and men's sports all had practice gear. I don't think our academic services were the same, although I had what I needed academically to survive and graduate. I think we had some of that back then, but not anywhere near what it is now. We all had study hall and study tables, just the same as what it is now, but it definitely wasn't monitored. We didn't have people who were as involved as even our academic services that we provide to student-athletes right now. We just did not have access to all of those things that I guarantee you the men's teams had.

Can you tell me about travel and facilities?

We didn't have anything compared to the men. Baseball had this huge, beautiful stadium, and we had a couple bleachers and two dugouts that weren't covered or anything. We all had to work out of a weight room that was about this big, and basketball had their own at Chrysler Arena. We had the worst lifting times. It all went hand in hand—the worst practice times, facilities—you name it. It wasn't comparable for men's and women's sports. Now, with all of the pushes that have happened, a lot of facilities have gained momentum, and if you have it for men you have to have it for women.

Was there the same issue with games, in terms of scheduling?

No, because we didn't compete on the same fields. We didn't have as much of a conflict with that, other than we would have a game and have sixty people there, and baseball would have a game going on and have two thousand. People were not going to come watch our sport if they could go watch baseball.

Were there other schools that you competed with that had better conditions for the women, or was Michigan sort of average?

I think Michigan was sort of average for East Coast. I think there might have been a difference between East Coast and West Coast when it came to that. When I was at Michigan, when we traveled we slept four people to a room. We shared beds, which is unheard of now. That doesn't happen, and we would drive to most places.

For instance, we went to Minnesota, and we would take a bus and go to Minnesota. Now they fly to Minnesota, and they fly to Iowa. We would drive everywhere to play our conference games. We would drive down south to play in a tournament. We did fly to the West Coast and play a tournament each year, but it was just not the same. I know baseball did fly, and they chartered bigger buses. They were able to do that with their budget. We just weren't able to do that kind of stuff.

How strong was the softball program at Michigan while you were there?

They were decent. We actually never won a Big 10 while I was there. We came in second place three out of the four years I played at Michigan. Back then only twenty-four teams got into regionals, and we missed the bid almost every single year, because we just hadn't broke to the next level. I think it took Hutch about four more years before she finally broke in, and they have pretty much dominated the Big 10 since then, and have won a world series. They have really come a long way.

What was you coach like?

Well, her first year as the head coach was my first year playing. I actually signed with Bob De Carolis who was the coach at the time. Bob has since got out of coaching to go into administration. Bob is actually the A.D. at Oregon State University right now. It's funny because we have crossed paths along the way, and I wanted to play for Bob. I had always played for male coaches. When he decided to step down I was still going to go to Michigan and play for Hutch.

I think Hutch has changed a lot over the years, and her first couple years coaching was a fiasco,

probably kind of like mine. It's a new world, and you are learning. But since then she has become one of the most successful coaches in the country and made a big push for equity with the Michigan program. I think that says a lot for her. You change as a coach, and the kids change. The kids change every year, so it's like you have to roll with it, and Hutch has always been very good at that.

How many scholarship athletes do you remember being on softball while you were at Michigan?

I really don't know. I want to say at Michigan we had the full number, but I don't know what the full number was back then, and we didn't talk about it. That was a point that she would make to us. She would say, "Your scholarship has nothing to do with anybody else's scholarship." So it just wasn't something we talked about.

Was there the culture of asking, "Why does she have full-ride? Why does she only have partial?"

Sure. I've even had that conversation with my kids. When you have twelve full rides—we have twelve full-rides—not everybody can be on money. It's an equivalency sport so I try to break it up some, but to get the best athletes a lot of times you have to give them a full-ride to get them. I don't ever want that to be a factor—on the field or off the field—because every situation is different, and everyone's needs are different. You do the best that you can to take care of all of them, but there are kids that I have on my team that are not on scholarship, but they have access to everything that any full-ride-scholarship athlete has. I don't want them to be treated any different just because someone is on money, and they're not. That's why I don't like them talking about it, because it's nobody else's business. It's between me and you, not you and her and her and her, because this is our agreement.

How many athletes would you say this season that you have that aren't on any sort of scholarship?

I had twenty athletes to start the season. I'm down to eighteen actually because we've had a few

things happen. I want to say I might have four or five that don't have anything, and the rest of them have something.

While you were at Michigan what was your major?

I actually started off in the education program to become a PE teacher because that's what I wanted to do—that was my favorite—with a history minor. I got to student teaching and decided I couldn't teach. I went through my whole program. So I actually just graduated with a bachelor's of physical education. It's actually kinesiology now. What do you do with that? I don't know—you coach softball. It was very traumatic because all of a sudden I thought, "No way am I teaching."

What do you remember doing while you were in college besides studying, practicing, and playing? Did you have a lot of time for other stuff?

No. You don't have time for other stuff really when you are a college athlete. It's a job. If my education is being paid for, I have a job: to go to practice and to go to class so I am eligible to play. I really didn't do a lot of outside stuff, because my focus was on my sport. In my spare time I went home because like I said, I was a homebody. I wasn't into the party scene, and I wasn't into the going-out scene. I was into playing ball and sitting with my family.

In the early 1980s, outside of Michigan, how do you feel people viewed women's athletics?

I think a lot of people viewed it as something that was OK, good for some girls to go play, but there's nothing in it for them except that it keeps them in shape. There you go—it keeps them in shape. I think in the early 1980s women's athletics had a major stigma in certain sports with the gay issue. I think most people looked at female athletes as butch. I think that was the stigma that was put onto women's athletics. In the late 1970s and early 1980s, if a woman was athletic then she must be gay. [laughter]

Do you ever feel that there was ever a witch hunt aspect?

Sure, I do. Back then I think it was OK for young girls to be involved in sports because it was a good social event. As they got older though, if they were good at it, if they were *that* good at it, they had to have something that wasn't right in their system—too much testosterone. So they were good when they were little, and it was fun to watch them, but now I'm going to shun them because sports is making them gay.

How did people treat you as an athlete during that time?

I think there were certain times when as a softball player I would get dinged with the idea of, "Oh, my God, well, if you're that good, you have to be gay, and all your friends are."

I thought, "I don't really care, because I just want to play. So whatever you're saying is not affecting me." I think that it almost was forcing me to be more feminine because I didn't want that stigma attached to me.

I felt that whatever my personal beliefs and background is is none of your business, but I'm going to be feminine. That was, I think, one thing that my dad preached at me obsessively. I shouldn't say that because I don't really want that to be put somewhere where he can see it, but I think that was a big issue. I also think that was an issue that held back women's sports from advancing, because as soon as people got that feeling they thought, "Well, we can't support that because it's changing values and traditions."

Corrupting our children.

Sure. They thought, "Why am I going to go take my daughter out to watch a college softball game, and there is nothing but dykes on the field?" That was legitimate for people to think for years. I think that that has changed quite a bit now, but it was pretty dominant back then, to the point where, when I was going into college, that was a concern for me. I asked coaches, "How many

people are gay on the team?” because I was afraid. I didn’t know anything about it. Anything I had ever heard about it, coming from a small town where I am at, was that it was taboo, and it was bad. Let me just say this—I also went to a high school where we had one minority family. I had never been around any minorities.

So it was a learning experience going to Michigan?

I had a cultural shock to go out of my element, and that is the truth.

When you were being recruited—not just by Michigan but by any school—did you have any knowledge of the disparities that they might have had in their programs, or in their program versus the men’s programs?

To me it wasn’t anything that was ever pointed out, but people didn’t really ask either. Going into about the third year I think there was a bigger push for more equality, but you’re talking about 1985-1986, and there were a lot of things that were starting to change around the country. So Michigan, being a big school, was carving the way a little bit.

After I finished playing I stayed on for another year as a student assistant because I needed that extra year to finish my degree, and the next year I was actually a volunteer assistant. Just in the six years I was there we had a lot of things that started to change. It was never anything that was talked about point blank. No one ever said, “We’re changing this, because the guys have it, so we get it.” Whereas I think in the later 1980s going into the 1990s, it was Title IX and gender equity—if they have it, you have it. To this day I still don’t believe that that is the way it is.

Are there any other experiences or memories from your time in high school and your time at Michigan that you would like to include or want to reflect upon?

I just really, growing up, always felt like I wanted to compete with the boys. I played football

in the neighborhood, and I was the best football player. I played basketball, and I was the best basketball player. I ran track and I was the fastest. It was really kind of a personal mission for me to be better than they were. People always said, “Well, guys do it, and you’re just a girl. *You’re just a girl.*” I have heard that my whole life. What does that mean to you—you’re just a girl?

I think growing up back then that was a bigger factor than what it is now because I think women have made their place. They have actually put things in motion that have given them more equality, but there is just a big difference still to this day.

When I was in sixth grade my dad told me, “You can’t play basketball with the boys anymore.”

I asked, “Why not?”

“You can’t play football with them.” We were playing pretty much tackle football without gear.

“Why not?”

“Because at a certain age boys become boys, and girls need to be girls.”

“And that means what?”

“Has your mom had the sex talk with you yet?”

“Good God, dad!” All I wanted to do was play; it wasn’t about liking boys or not. I just wanted to play and be good.

“Well, you need to dress more like a lady.”

“What? My shorts and tennis shoes aren’t good enough?” Growing up that is the thing I remember the most about “the boys get to and you don’t” thing, which I don’t get that.

Do you think that sports were approached as a good activity that at some point might become a distraction for women?

I do feel like that. You’re going to push a boy to be the best he can be, to get bigger, stronger, and faster. The people say, “Well, I don’t want *you* to do that.” Lifting weights, for example. Women weren’t encouraged to lift weights back then because they bulk up, and if you’re bulky then you’re manly. People also don’t want you to be fat.

So it was sort of this tightrope?

Yes. You have to run and be in shape because you can't be heavy, but we don't want you to be bulky. You can't be masculine. Be the best you can be, but don't get too big. What kind of a mixed signal is that? I go through that still, though. I have kids who don't like some of our lifting because they get bigger. Well, you get bigger; you get stronger. I need you to be stronger, faster, and better. I need you to be the best athlete. There is still a fine line when it comes to that, like with eating disorders. You think there is a difference in back then and right now with the number of kids that have eating disorders? It's just a different mindset. It's still there, but the reasoning is different.

Tell me a little bit about some of the coaching positions that you've had at other schools prior to coming to UNR?

When I was done at Michigan I coached high school softball at Milan High School, which is about fifteen minutes from where I grew up. I also coached at my high school, which was Summerfield High School. I coached JV (Junior Varsity) volleyball, which was awesome. I loved coaching the volleyball, but I couldn't stand coaching high school softball because they weren't good enough.

The one thing that I learned about myself is that I was not good at teaching high school kids softball. I could coach them before high school, where they were sponges and wanted to learn, but in high school a lot of those kids are just there because of their friends and their social event. I wasn't a social-event softball player. I was serious.

Now volleyball was a different story because that was fun for me. They didn't know anything, and I didn't either so it was a growing and learning experience altogether. We lost our first eight games, and we won our last eight games, so we made a turnaround. To me that was fulfillment—I got it. I did that for two years, and then I had a friend who was the head coach at Bowling Green (Bowling Green State University) and asked me if I would come be her pitching coach. She didn't have a paid full assistant; it was just her.

She said, "I need somebody who knows pitching. Will you come help us?"

I said, "Sure."

So I end up at Bowling Green as an assistant coach. The first year I did it pretty much for about \$3,000, but I went to every practice and traveled with them. I actually had a little apartment in Bowling Green. It's about forty-five minutes from my parents, so I still spent a lot of time up in Michigan.

The second year I was the director of the concession stands and coached softball. I got \$8,000 total, so they split it up for each part of my job, which meant I had to be at every sporting event that happened at Bowling Green as the director, except during our season. It was great experience, but I didn't make squat.

I did pitching lessons also on the side, so I had no time. I also played ball in the summer so I didn't recruit for Bowling Green. The coach didn't have to pay me as much money, or she could manage me, because I wasn't going to recruit in the summer since I wanted to play ball. I had played for a couple different teams in the Midwest, and then I started playing for a team in Saint Louis called the Saint Louis Classics.

While I was with the Classics in the summer I actually got invited to go to what they used to call the Sports Festival. They held one each year somewhere in the country. It was the beginning of the push for the 1996 Olympics, so they started calling it the Olympics Sports Festival. I actually got invited to play because I was an all-American, and it was absolutely amazing. They had four teams for all the sports, and it was like being in the Olympics. We had a little compound where all the athletes were housed. We went to San Antonio, and we actually got beat in the championship game by one run. It was awesome.

I got invited to play with the Raybestos Brakettes which was the best women's team in the country. They had won twenty-three national championships. You don't go ask them if you can play for them—they invite you to play. I thought, "I'm on a roll."

At that point I was the number six pitcher in the country. The Olympic trials were going so I

was involved in that. I was twenty-eight years old, and I quit coaching at Bowling Green and moved to Connecticut. I was doing pitching lessons in Avondale, Pennsylvania, Poughkeepsie, New York, and Stratford, Connecticut, and then playing ball in the summer.

That's all I was doing because all I wanted to do was make enough money to be able to play ball. With the Brakettes you didn't really have to pay for much because they took care of everything. Being invited to play for them was one of the highlights of my life. I went and played and I tore up my shoulder. I had to have shoulder surgery and tried to come back from it—because this is the two trials right before the 1996 Olympic Games—and I just could not do it. So I got a call from the head coach at Florida State University who said, "I'm looking for a pitching coach, and your name has come across my table a couple times. Would you be interested?"

I said, "Sure."

I packed my bags, went to Florida State, and was there for four years. I pretty much quit playing ball after the first two years because I couldn't play ball and recruit. I was just learning how to recruit, and so I pretty much gave up my softball career playing-wise, which was brutal because I didn't want to give that up.

Eventually it was time to make a change and ended up going to Arizona State University where I worked for Linda Wells, who was absolutely phenomenal. Just to give you a little background on Linda, she actually was from Saint Louis originally, and she had been the coach at Minnesota when I played at Michigan. If you want to talk about women's sports, Linda is one person you should get in contact with, because Linda coached volleyball, softball, and basketball at the University of Minnesota. She was there for eighteen years.

My senior year I was the Big Ten Player of the Year, and Linda was the Big Ten Coach of the Year. It is kind of ironic, because I actually had played ball against her and now I was working for her at Arizona State University. It was incredible. And then I came here.

How much of a learning curve is there for getting into coaching at the college level?

Hutch didn't have to teach a class; she just coached softball, but there were still a lot of schools in the country where the coaches had to teach. The South at that point didn't really have too many programs. Florida State was probably the only one, and then the SEC (Southeastern Conference) started adding because they didn't have fast pitch.

But back then, if a coach was making \$20,000 or \$25,000, they were doing extremely well and men's coaches were making \$50,000 to \$60,000 at the time. Like I said, I coached at Bowling Green for \$8,000 one year. I mean, that's nothing. You couldn't live off that, and that's why I had to do extra. In my opinion it was always doing extra to be able to play. The rest of life didn't matter. I just wanted to play ball until I went to Florida State. They paid well, and there were great benefits. I had a car, and I had all this stuff. I was just in hog heaven.

You learn because you've played it and lived it, and then you are thrown into a situation and you have to learn. I had never recruited, and I didn't know anything about it. My first year at Florida State they said, "You're going out recruiting."

I asked, "What do I do?"

I went out and I watched players. I think the thing that people do not understand about coaching women's sports is that, for example, everyone always asks me if I have to teach a class, which I don't. They don't understand all of the outside stuff that goes into developing a winning program, between the recruiting and just everything else that goes along with it.

Look at this office—it is a mess right now, but we are in the middle of the season, and I'm always a mess in the middle of the season. I've got so many other things that are going on that I'm just trying to balance and keep everything straight, but then my one priority is what I am going to do for these kids to win. Well, what's the transition from a college player to a college coach? There are a lot of coaches that never played in college, but it's learned. It's no different than any other profession. You're trained before you go in there. We get trained as we go along; that's the difference.

How did UNR come onto the horizon?

I was at Arizona State and actually very pregnant. There had been some things going on there, and my boss said, "The head job at Nevada is open. Would you be interested?" I had applied for a couple little head jobs, but just to get experience more than I wanted to leave ASU. It was one of the things you do when you are getting prepared.

At first I said, "I don't even know where Nevada is."

She said, "It's in Reno, and they are Division I, and I think it's going to be a great program."

She had talked to Cindy Fox, and she said, "Why don't you just apply for it and see what happens?"

So I applied for the job in late August or early September and in the meantime on September 22 I had my son. So I was pretty much on maternity leave, and I got a call from Cindy asking "Would you be interested in doing a phone interview with me?"

I said, "Sure." It's not going to hurt anything. So I phone interviewed with Cindy, and a week later she had talked to Linda and called me and asked me if I would come up for an interview. At this point I had a month-old son, and I said, "Well, OK." My mother-in-law was actually out at the time, and so I got on a plane and came up here and interviewed.

I think it was probably about three weeks later she called and asked if I would be interested in the position. When I came up here for my interview there were a couple things I was looking for. Was the program going to be fully funded? Was I going to have a stadium to play and recruit in? What were the other things I was going to have? If they weren't going to fully fund it and go at it then I wasn't interested. I have been at big softball schools, and I have to know that I'm going to have what I need to be competitive.

I got all twelve full-ride scholarships. So I felt pretty confident that this was going to be a great place to work. I like the location, and I like the weather. With the conference that this program is in and the recruiting base of California, I felt that I could put something together. In essence I took the job because I really felt like I could develop a winning program here.

Were the plans for the new softball field in the works when you first came?

Probably not really when I very first got here but Coach Ault—because Coach was the A.D. then—said, "Give me some ideas." We played around with some ideas. He was in the process of trying to get the Bishop Manogue site.

He was pretty much saying, "You'll get your stadium. Just bear with me."

Everything kind of got in the works, and then Cary Groth came in. It might not have happened as quickly as I thought it would, but we have the start of a beautiful stadium over there right now. Last year was our first season on it. Basically it took five years to get that done.

Was there a woman's athletic director when you first came, or someone in charge of overseeing the women's program?

I'm not exactly sure how everything was set up when I got here. Cindy has basically been my boss with the A.D. being her boss. In the scheme of things Cindy is the person that I go to when I need something. In my opinion, Cindy was the biggest reason I was hired here, because she handled the search and did all the background work to hire me. I think she is pretty instrumental in a lot of hirings outside of probably basketball and football. I say football because we haven't really had anybody. Chris Tormey was here when I got here, and then Coach [Ault] took over as the football coach again. With basketball, I'm sure she hasn't been involved with that.

When you got here, how aggressive was Chris Ault about supporting and developing women's athletics?

I always felt support from Coach. This is one of the first places that I have worked where the A.D. actually spends as much time involved with coaches as I would thought they should. When I was at Michigan the A.D. was out there somewhere, and then the senior woman administrator was the one that dealt with all the sports.

I felt a lot of support from Coach when I first got here, for me and my program. I also was only an assistant when I was at other places. I did not see my A.D. like I saw Coach here. In most places everybody is housed in different buildings, and here that was one thing Coach wanted—all of the coaches housed in the same place—which I love, except for football, because they just have so many people on staff. They have the field house where their offices are. It was the first time that I had been anywhere where all the coaches are actually working in the same building. So that's kind of different. I felt support from him, but I don't know that that's across the board. Personally, did I feel it? Yes. I guess that's the best way to put it.

How has Cindy Fox been about supporting women's athletics?

I think Cindy Fox has been very supportive of women's athletics. Obviously, as things move along this place is growing in athletics, and I think Cindy has helped a lot of the women's sports to continue to grow. I want an A.D., or senior woman administrator—I'm not even sure what her title is right now, because it is executive associate whatever—that really does have a genuine care and concern for women's athletics. I think she has that.

You mentioned that over your time Cary Groth came in and replaced Chris Ault. How was that transition?

I think it has been a pretty good transition. I would say it maybe has been a tough transition for her just in the fact that this is a community that has been very male dominant with the "good old boy" system. I would think that would be very tough for a woman to come into and generate the support that Chris Ault had. So I think she had her work cut out for her. I think since she's been here she has done a lot of good things and has maybe pulled more support from different areas that Coach didn't have. There are very few women athletic directors in the country. John Lilley was the one who hired Cary, and I think that was a very

big move for us to make as an athletic department and as a university.

Do you think the fact that Cary was chosen by the administration has helped her overcome some of those difficulties, like the "good old boy" network and Nevada's attitude.

I think so but I also think that Cary is very strong. I think she has an attitude of, "I really am going to do what I'm going to do and I will find a way to get there. Even if I am not getting support from an area when I need it I will find another way." I think that's one thing that Cary is very good at, and she does have a personality that is "very nice woman," but yet, "I will get what I want."

I think you have to be like that to be in the position that she's in. I think it takes a very strong person to be in that position, be it male or female. There are so many demands on you and so many things that you have to do that effect five hundred athletes and forty to fifty coaches—whatever we have in the Athletics Department. You have to be able to tie the university and the Athletics Department and keep them together because I think that's a big factor for a mid-major program. We're not a BCS (Bowl Championship Series) school. We're not a big, enormous money-maker when it comes to football and basketball, so you've got to be able to tie everything in and keep everything working together because we're not going to generate the revenue from our sports that other big schools can. I think her job is a little more difficult in that respect.

It's not like you're going to a bowl game and having people throw millions of dollars at you. I think that's the difference between a mid-major and a BCS and I think that's why Cary's job is so difficult. I think she has to be so hard sometimes, but yet compassionate. You've got to have both qualities to get what you need, but yet understand the outside world.

How is the atmosphere working in athletics now? What is it like coming to work every day?

I have no problems coming to work every day. Here's the thing: I love what I do. I want to be in

an environment where I can do my job, not have someone breathing down my neck twenty-four/seven, telling me how to do it, where to do it, why to do it, and when to do it. I have been given a gift and in my gift is the ability to do my job the best I can with what I'm given, have everything I need to be successful, but yet know I can walk upstairs anytime if I need something. You're not always going to be told, "Yes," but you will be told, "OK, here's what it is and figure out how you can do it." That's the bottom line.

I love coming to work. Everybody in this department knows everybody. You walk by somebody's office and you say, "Hello." People come out and say, "Hey! Way to go, making the top twenty-five!" They know what you do; I know what other people do. It's a family environment in a sense. It's just tough in our profession to get too family oriented because somebody is always leaving. By choice or not by choice, somebody is always leaving, coming in and going out. That is the nature of athletics and coaching athletics.

That there is a lot of turnover in coaches?

Absolutely.

When you got to UNR how do you think the implications of Title IX were accepted or dealt with on campus?

They reinstated softball to meet Title IX gender equity in numbers. They needed to add a sport so that we were in compliance with numbers. They had thrown around a couple different sports and people in the community wanted softball because there were a lot of very talented softball kids in this area that were going out of state to play ball. The program had been cut in 1989 I believe. Chris Ault actually cut it so it's kind of ironic that he also reinstated it, but because of numbers he needed another women's sport.

I feel like as far as numbers go here they have worked extremely hard to stay in compliance with actual numbers for Title IX. Past that, I feel like this academic community and this community in Reno is very supportive of gender equity. It's

so funny because Reno/Sparks is the little big city, but truly people in this community have a lot of say in things that are beyond me. I came from Phoenix where there are millions of people that don't give a rat's butt about the Arizona State University. [laughter] I haven't really ever been in a community that is so involved in the university, so sometimes it's hard to tell if it's what they really want or there's an outside interest.

And when it comes to athletics here there are no professional sports so it's not like Phoenix where you have all of your pro teams. Phoenix is way big so it's not even comparable. When I was at Florida State there just were not that many people. I'll tell you the difference though between Tallahassee and here: a lot of money.

There is a lot of money in this area because of the gaming business and all the little outside things. When people get a lot more money they also think they get a lot more privileges to certain things. They think, "I'm going to give you this much money. I want a say in what's going to happen."

When you talk about Title IX and gender equity when you're talking about athletics I think that factor has had something to do with it. I wouldn't give it all the credit, but I do think that that's an outside entity that people don't really look at. And I know that's kind of out there, but it's amazing to me because I've never seen so many people in a community so concerned with a university.

What does an average day look like for you as a coach, during the season and off-season?

Pretty much from June through August it's recruiting—we're on the road quite often. I'm also getting our team stuff ready for August when the kids get back. I start working in September or October for the following year because we try to have our schedule done. Actually, most of my schedule has been done for a while. I'm just finishing up some details for next season. In September the team comes in and we have a month that we practice in the fall where they just do strength, conditioning, and individual work.

That is the base for the fall. A lot of recruiting still goes on in the fall: official visits, unofficial visits, and a lot of paperwork on that front.

I do everyday maintenance stuff like making sure that the kids are where they need to be academically and working with compliance to make sure that everything we do is up and running the way it's supposed to. We then start practice in January, and from January until the end of May we come into the office in the mornings from nine until about noon, and we have practice at one o'clock. My staff has to get the field ready for practices and games so we actually spend a lot of time out there on the field. During the season it's hard to get stuff done in here.

How long is the practice in the afternoon, usually?

We usually practice for two and a half hours. That doesn't include weights, conditioning, and all the other things that they do.

Are the athletes responsible for doing weights and conditioning on their own?

No, we have a strength and conditioning coach and we have schedules. Right now two students lift together and they have to lift between six in the morning and noon two days a week. In the off-season they lift and condition four days a week. We're limited by the number of hours that we have in season and out of season. On average we, as coaches, probably spend four to five hours out on the field every day. It's a big chunk but in the off-season that four or five hours is spent on recruiting and whatever other things go on. I'm on the regional committee, the all-American committee, and I'm actually on the faculty senate. There are a lot of other things that go into this than just going out on the field and coaching your team.

What do you have to do to qualify to be all-American? How does an athlete get that distinction?

Their statistics. In our sport, and a lot of sports, it's about statistics. Usually, it's an everyday player for you and across the country it starts off

with a regional vote. You have to make all-region to be considered for all-American. When we get down to the all-American selection it has a lot to do with the numbers, but then it's how you did against common opponents and strength of schedule.

What sort of things did you have to do in that first year to actually get the softball program up and running again?

Well I was hired in December so I had to have a team in place in August when school started. I missed the early signing period, which is in November, so when I got here first and foremost I had to put a team together. I did some ordering of necessities but really my main focus at that point was to start putting a team together and hire assistants. The assistant that I wanted to hire was at another university at the time so I put that on hold really feeling that it was most important, obviously, that I put together a team.

So I got on the recruiting road right off the bat. I went to a lot of junior college tournaments. At that point I figured I needed a good mix of freshman and junior college players because you have to have a turnover with scholarships. I brought kids in for official visits and the golf coach had his girls host for me. The other sports were helping me out in the recruiting process because I had no one. That worked out really well. I finally had pretty much everything in place and in June I hired my two assistants, and then we just got everything else rolling. Obviously, when there is no team you've got to be able to put a team together. I felt like I had a good mix of kids.

Do junior-college players, based on eligibility, have to red-shirt for a season before they can start playing?

It all depends on their academic status coming in from a junior college. Some of them had to come in with their associate's degree and some of them were qualifiers out of high school. It depends on whether they qualified for Division I out of high school or not and then it depends

on the relevant degree credits that they bring in to the university.

What is qualifying for Division I out of high school based on?

It's based on their core units. At that time you had to have thirteen core units in math, science, English. It's also based on their test scores—SAT or ACT, whichever they had taken. There is a certain number that you have to hit to be a qualifier. For instance, let's say you had all your core units but your GPA was down. Then your SAT score had to be higher. There is a standard formula that tells us if someone is eligible based on their academics in high school. Obviously we want student-athletes that are going to come in here and be able to graduate.

Let's say that you have a recruit that's really good but for whatever reason didn't make that number. Would they come in their freshman year and just red-shirt and hopefully hit that formula in that freshman year?

If they came in their freshman year and they were not academically qualified then they cannot compete or receive aid their first year, but they could practice.

Let me give you an example that you can't see on your recorder. This is our manual, and in it there is a whole section on requirements. There are so many different components that go into that and a lot of things can happen in a number of different ways for qualifiers, non-qualifiers, partial qualifiers. There are just a lot of things that play into it. When I played it was much easier to get athletes in because the requirements were not the same at all. Now, each year they get a little bit tougher and as more and more people are going to college I think the standards have gone up tremendously.

Because we can't see it on the recorder, can you tell us about how heavy that manual is that you just picked up?

It's the NCAA Division I manual. Let me tell you this, it's got 460 pages and it's an 8 ½ by 11 book.

Do you have to know that cover to cover or at least know where to go and look stuff up in it?

For recruiting purposes all coaches have to take and pass a recruiting exam which is over two full chapters and covers all recruiting and some eligibility stuff. Most of the recruiting stuff, you have to know it. There are bylaws for all sorts of stuff—legislative processes, you name it, and it's in here. Ethic conduct, conduct in employment of athletic personnel, amateurism, NCAA membership, eligibility and academic requirements, recruiting, financial aid, awards. Everything that could possibly happen for an athlete or an athletic staff member is in that manual and it gets bigger every year. [laughter]

You mentioned how the standards have gotten tougher. Do you think a part of that is related to the NCAA focusing more on the student part of the athlete?

Yes, I do. I think it is about that. I think a lot of kids can go to college but I think very few kids can go to college and play a sport and be able to succeed in both. It's not really very few but when you look at the sheer number of students—we have close to 16,000 students here—of those we have almost 500 athletes. The athletes are pretty small in numbers comparatively speaking.

I think it would be a disservice to a student-athlete to just go to a school and play sports and not try to at least get a degree in something. You see that happen in certain sports—men's sports more so than women's sports because a male student-athlete in the sports of football, basketball, and baseball have an opportunity to go pro before they are done. When you start throwing millions of dollars in front of a twenty-year-old kid, what are they going to do? Get your degree or play pro ball?

What is the percentage of college athletes that actually go pro?

It's pretty small actually.

I've noticed more recently in a lot of commercials that they are talking about how most college athletes don't go into pro sports. It's not the athletics that's going to set them up for life; it's hopefully the college degree that will.

Yes, absolutely. Obviously, I think you see athletes go pro more in men's sports than in women's sports. I'm sure the numbers are higher in most women's sports for graduation rates. Another standard that the NCAA has put in is that universities must have studies done looking at graduating student-athletes and ask what are the numbers and what is the retention? There can be implications if you are not graduating a certain number of student-athletes—like loss of scholarships. I don't know enough about that to feel strongly about it but I do know that that is a big factor now across the NCAA, to work more on having *student-athletes*.

Are the rules for softball any different from when you played in college?

It changes some over the years but in general it's pretty much the same sport it was.

When you got here how many scholarships did you have to work with?

Twelve full-rides.

Was that the full complement?

Yes. We are in equivalency. I can break up my scholarships and use them however I want, as opposed to just having to give someone a full-ride.

Does the WAC limit you on how many players you can carry on your team?

For championship play we can only carry twenty, which is standard across the board with most conferences.

Do you then typically carry twenty people on your team?

I usually shoot for eighteen, which is a good number. When you get above eighteen it's very difficult, especially when we start playing, and you have a set line-up that consists of nine or ten, or maybe eleven, players that rotate in and out. It's very difficult to keep everyone happy. Disgruntled athletes do not make for a good team core group to try to do things.

Are you limited, or have you ever been limited, in how many out-of-state versus in-state scholarships?

No.

Do you typically get kids from local or regional areas, or do you recruit nationwide?

I could recruit nationwide but I'm more of a regional kind of person. I believe that between Arizona, Nevada, southern California, or California in general, Washington, and Oregon, I can get the athletes that I need. That's not saying I wouldn't go after a kid that was further away, but there are some very strong athletes here. In my opinion, there hasn't been a big need for me to go out recruiting outside of my region, but that's not saying I wouldn't.

Do you think it is common for a lot of teams to be more regional and recruit from their surrounding states?

I think everybody is different about how they do it, but I think in general most schools in the country recruit from California somewhat. There are thousands of kids playing ball in California and they play all year round. In Michigan you don't play softball all year round. So you go to California to get a couple kids and then you get the rest of them locally or regionally.

Do you think that Nevada is fortunate, being this close to California?

Absolutely. We're not that far away from home, and what I have found is that a lot of my southern California kids somehow have somebody they know here. It's an easy flight for most of them, so it's not that far away but yet it gives them what they need—the area to grow up and be able to do things on their own and become a little more independent. Yet, I've got kids that jump in their car and drive home for the weekend. I think it helps us.

When you first came on what was the budget like?

I have a decent budget. There are times when I feel like I need a little bit more in my budget, but it's something that I have been able to work within so I think it's good.

Is there anyone in the department that is particularly good about getting things done for you?

When I need something I usually go to Cindy. She is my direct boss and I have always felt very comfortable. She has helped me do the things that I needed to do, and if not, then at least points me in the right direction. In this job a lot of times it is about who you know and being able to make connections and do things. I feel like I have networked very well, not only in the department but in the community. I think in this community there are certain people who help here but you really have to find your own niche, and I think that I have been able to do that.

Has your budget improved or changed from when you first started?

Yes; it's gone up a little. The one thing that is difficult about my budget, and if you talked to most coaches in this Athletics Department they'll tell you the same thing, is that we travel over many different time zones for our conference. We have a three-hour time change going to Hawaii (University of Hawaii at Manoa). We have a two-

hour time change going to La Tech (Louisiana Tech University), and we have a one-hour time change going to New Mexico State University and Utah State University. We have time changes and substantial travel. That's the other problem with Reno—the closest place we can drive to to play games is the Bay Area. Everywhere else we fly. Especially this year the cost of fuel and flights has been a major impact on my budget. I have had some outside donations, but that has been brutal.

When do your games start?

We're allowed to play the first weekend in February. The World Series is in June, and typically our season is done the second weekend in May, because that's when our conference tournament is. You could either be done then or you could go on to post season which starts the following weekend.

Do you start scheduling games that early?

Yes. If everybody else is doing it you have to do it. NCAA softball has fifty-six contest dates, and in the past I could play three games in one day and it only counted as one of the fifty-six. Now this year coming up fifty-six is fifty-six. It's going to make a huge difference in the number of games that you see played across the board.

I was reading about Hawaii this weekend and I think there are three games on Saturday and two on Sunday?

Two on Saturday and one on Sunday.

Is that pretty typical?

That is our conference games prior to the conference tournament and those games determine seeding for the conference tournament. It's just what's done. Some conferences play a three-game series with each opponent while some conferences play a four-game series with their opponents in two days. It

just depends. We went to three games because it gives us eighteen games total and now we are adding Boise State University, so that gives us twenty-one games. The rest of your games are preseason games that you can do however you want. It's a mix so that everybody has an adequate number of games.

So that fifty-six, as you said, had previously been days and so you could have two games on one day but now it's going to shift to those two games will count as two.

Yes. Well, our conference games have always counted whether it was a double header or single, but tournaments were different. I think the tournament realm is what is going to change.

Have you had any big rivals?

Our biggest competitor is Fresno State University. They have dominated the WAC conference. They and Hawaii, I would say, are really our two rival schools. Then the Nevada-UNLV thing is there but it's not as big in softball. It's just not the magnitude of football.

Right, you guys don't get the Freemont Canon out there and fire it. This season you are right behind Hawaii in terms of your conference ranking right?

Yes. They lost a game so they are 7-1, and we are 7-2. They are sixteenth in the top twenty-five and we were twenty-five.

How is the WAC for softball? Does it have strong teams?

In general, yes. Prior to the last couple years it hasn't been real strong. It's been two dominant teams—Hawaii and Fresno State—and the rest of the teams have been average at best. I say that because they come out with the RPI index, the Rating Percentage Index, and most of the teams in the WAC conference have been in the lower half. This year, right now, we've got three teams in the top thirty-five in RPI—Nevada, Hawaii,

and Fresno State—with a couple of the other teams moving up because they are improving their strength of schedule, which is improving our conference. So notoriously it has not been a strong softball conference. We're trying to make changes in that, but across the board the other teams in the conference need more support.

I know that you played Arizona and they are right at the top, correct?

Yes, and we beat them.

And that helps your rating, when you play other schools that are ranked higher than you?

In general throughout our preseason we play at least ten, if not more, teams that are ranked in the top twenty-five at one time or another during the year. I have to because when I get to my conference Hawaii and Fresno State are the last two ranked teams I'm going to play going down the stretch. I don't want the fact that I'm not playing top twenty-five teams to hurt me because my conference isn't top twenty-five. So I have to play them in preseason and that's what I do.

How many of the games that you've had this season have been away games?

We are 29-14 and we've only had three home games.

Is a part of it Reno and the climate?

I think that has something to do with it. I think that it's tough to get people to come to Reno. They don't understand how our weather is. They think of Tahoe and snow. They don't get that it's 55 or 60 degrees and absolutely sunny and beautiful. They don't understand that in February and March we're outside. We get to be out there. Next year I actually have some more teams coming in so we will be home quite a bit more next year than what we have been right now, but I still can't get a team to come in here in February. It's not going to happen. That puts me on the road all of February.

For your pre-conference games, how far are you traveling for those games?

We go to southern California twice; we go to Arizona State for a tournament; we are going to Palm Springs.

Do you find that your budget is equivalent to men's teams who need to do the same thing?

To be honest I don't know what anybody else's budget is but I'm assuming they are pretty close.

Do you have trainers that travel with you?

I have a student trainer that travels with me.

Do you know if that is pretty common for the other teams?

No, most people have a certified trainer that travels with them. Both basketballs have a certified; baseball has a certified; football has a certified. Soccer has a student and I have a student, and I want to say volleyball has a certified.

Why don't you have a certified trainer?

Good question.

You have two staff members that are full time.

Yes, I do.

Has that changed at all over your time here?

No.

What are the various facilities that you use?

We use the strength and conditioning weight room (Roger B. Primm Strength and Conditioning Center). We obviously use the training room. We sometimes use Wolf Pack Park or the football stadium track and the field, and then we have our facility that we use. In the winter I get an off-site, indoor facility to hit and throw in. We go to Bret's

Baseball and Softball Academy which is off of East McCarran and Glendale.

Before you guys had the field where were you practicing?

At Idlewild Park. We upgraded a lot of stuff over there. We fenced it, put a brand new dirt infield surface in there, and those types of things.

Since you put in all of these upgrades the city was probably pretty happy that you were using the field.

Yes. When we left they got what we left—batting cages and other good stuff.

How is the field that you have now in terms of a softball facility?

We have awesome dugouts. [laughter] We've got a great infield surface and our outfield has gotten much better. We've got 165 chair backs. It's very doable, very nice.

How does that compare to what Hawaii or Fresno has?

Fresno has one of the best softball facilities in the country—it is a full blown stadium. I don't even know how many chair backs they have, and then they have bleacher seating. I think they seat 3,500 in a stadium setting, and then they have a press box and media area, and they have locker rooms underneath both their dugouts. It is enormous, comparatively speaking.

Hawaii has more seating. They have the stadium built and the press box. They don't have locker rooms on their facility either, but Fresno State is beyond compare with everybody else.

Is the facility that you have expandable in a sense?

Yes, it's supposed to be. There's a lot of things that are going to happen over there.

What other sports have been added since you started working here?

Soccer was here a year or two before I got here.

How has the status of coaching a women's team changed over the years?

I think that since the early 1980s there has been a lot more money put into women's athletics due to Title IX gender equity and as soon as dollar numbers started going up for coaching you started to see a big push for a lot of men to want to get into coaching women's sports. I still think there are a number of women coaching sports, but I still think sometimes there is the stigma of, "You can't be a head coach and be married and have kids, because the woman is supposed to be home with her kids, and you're on the road." I think all of those things have changed in one sense but yet really remain the same in another. You see very few women coaching who have a family. I think there are more now but that whole revelation has taken forever.

Outside of it becoming more lucrative to coach women's sports was there ever a factor of it becoming more acceptable?

It's completely fine, because it's lucrative. It wasn't fine to coach a women's softball team for \$15,000 when you should be the breadwinner. Now it's at \$75,000, so that's OK.

Is it difficult for you to balance it all?

Sometimes it is. My husband is very supportive and very good with my kids but it's very trying on both of us sometimes to try to raise a family, coach, and travel as much as I do, but we're making it work so far. [laughter]

It's strange, because when you are a coach, really, your priority has always been eighteen girls, or men, but there is a balance between the priorities. I can say, "Go see my assistant because she can handle it, and I need to take care of my kids." There's a fine line there all the way across the board.

Do you think that there are issues with visibility for women's athletics?



Michelle Gardner coaching Tiffany Hoeft-Bass.

Why would you even ask that? [laughter] I think you know the answer to that. I think yes, there are some serious issues with it. It's so funny because the Women's College World Series rating numbers are enormous right now; everybody and their brother watches that. That is why now all of the College World Series games are televised on ESPN or ESPN2—not the ESPNs that you can't find.

So it's there and they are very visible. It's like the Final Four for the women on TV. I guarantee a lot of people watch that and they love it, but they don't want to admit it. Who knows why? Our game is so much faster than baseball that it's easier to watch but you still have umpteen million major-league baseball games on a year. I don't know what the reasoning is. A lot of times it goes back to revenue and we are just not a big revenue sport, but I think that's the reason why we have so many people watching it on TV. I don't know why.

Specifically to UNR, have you seen anyone try to address the issues with visibility and try to get the word out?

No.

What have you done to address the visibility issues?

When I first got here and we started practice I invited every news channel and every paper to come out, saying, "Come out whenever. Come out to every practice you can." I got one television station that comes every week. The *RGJ (Reno Gazette-Journal)* writes us articles, but rarely do we get the front page. We won the WAC conference and I think that was the only day we got a front page. I don't know what it takes. I have been open with anyone coming to my practice, but I have backed off on my going out and trying to recruit them to come and join my team. I do still have one TV station that makes its weekly appearance.

How has fundraising developed over the years that you have been here?

For softball, we've started to do a little more with fundraising events and have really gotten a couple people in the community that have been supportive and have helped us, but it's not the same.

Are there expectations on you to raise a certain amount of money for softball?

I think a little bit but it hasn't been a major push. This year we actually did one of our first big fundraising events and I have had a lot of support from upstairs, so that was a very good thing. It hasn't been a major push but it always helps. It helps supplement my budget when I know I'm going to go over with team travel, which you can not help but do. Am I not going to schedule the games that I've scheduled? We wouldn't be in the top twenty-five if I didn't schedule the games I schedule.

So it's just a double-edged sword?

All the way around.

We've had some chroniclers talk about the shift in the early 1990s where girls' and women's athletics suddenly became a lot more acceptable. Would you agree that there was a shift in the 1990s towards that?

I'll tell you what I feel for softball. In 1992 or 1993 softball got voted into the 1996 Olympic Games. As soon as that happened every girl and their mother wanted to play in the Olympics. Now they had a dream. All of a sudden dads were changing their minds about their daughters playing softball. I think that was just a huge push and I do think that Title IX has *pushed* women's softball in a direction that was nothing but positive. That is where the shift all really started but I think softball going into the Olympics was absolutely a momentous event.

Is softball a popular sport internationally?

Yes.

Is baseball in the Olympics?

They are but they are cutting baseball and softball. For the games in Beijing this summer softball and baseball are in but they are cutting them for the next year because baseball has not fared well. They are getting rid of softball because baseball hasn't fared well.

But softball is doing well?

Yes. There is a huge push in the international community to get softball reinstated but the IOC (International Olympic Committee) is very stubborn right now.

In this larger national shift in the early 1990s do you think that trickled down to college sports at that time?

Yes, I do. I think the WNBA (Women's National Basketball Association) had a big push

when it first came into play. You had professional athletes' kids now starting to play sports and they all have girls. They sat at a ballpark and watched their dads for years, so what are they going to do?

When I was at Florida State in 1995 or 1996 I recruited Gary Carter's daughter. Gary Carter had played with the New York Mets; he was a big-time catcher in the pros for a long time and his daughter came and played for me. It's like they started pushing for more. I think you see that across the board but I don't know what the major push was, the major factor that all of a sudden it was acceptable to be a female athlete. I also think in the mid 1990s you started to see more of a feminine trend in women's athletics.

Do you think that female athletes in general feel the pressure to be more feminine? More than their natural disposition?

Yes, sometimes. I think some do and some don't.

I'm not saying this to be critical of volleyball at all or to imply that there is anything distasteful in this but they had promotional pictures with pretty young women standing in black pants and tops and they looked like athletes but they weren't action shots.

It was more of a model pose.

Do you do that?

No, I won't do it. Although when we do our media guide we always have, and I do this intentionally, one photo where my team is all dressed in dresses. I want them to be young women. I want them to understand that there's nothing wrong with putting on your cleats, getting dirty, getting beat up, having scratches on your legs, and then turning around that night and putting on a cocktail dress and walking in some place and being who you are.

In whatever form that takes.

Through the years I have had a lot of kids that are comfortable on both sides—being an athlete

and being a woman. There's nothing wrong with being a female athlete. Going out there and leaving your heart and soul on the field like any male does and then turning around and putting on a suit and walking in to a dinner. There's nothing wrong with that.

I have had some kids that say, "Coach, do I really have to wear a dress? I hate dresses!"

"Well fine, you hate them but for this picture you're going to put it on." I don't like wearing dresses but I'm going to put it on when I have to. The whole thing is that in our society today you've got to be able to wear both hats. It's kind of like being a mom and being a coach; you've got to wear both hats. Some women are mom and dad and breadwinner all by themselves.

I wonder if, for men, being an athlete isn't perceived as antithetical to being a man and so it's easier for them to do both, whereas for women people thought, "Oh, well, she's an athlete, so she's all athlete." Of course, this isn't true at all.

Right, it is not true, but I think in the 1980s that was the complete perception. In the 1970s and 1980s the perception was, "If you're an athlete, you're too manly; you can't be feminine." And that's not true.

Can you tell me about some of the recent success of the softball program?

In 2006, which was our fourth season, we won the conference championship and went to post season. We got beat in regionals 2-1 and 2-1. They were great games, played very well, but we weren't quite there yet. Last year we got beat up. We played a tough schedule and just got beat up early, and it took a long time to recover. We were in the championship game of the WAC tournament. We were pushing to win it and just ran out of gas. We didn't get into post season last year because we weren't above 500.

This year we have competed well against top-twenty-five teams and we've won the games we were supposed to win. We beat Fresno State twice and we finally broke into the top twenty-

five, which in the big scheme of things doesn't guarantee you to get into regionals but when you are one of the top twenty-five out of 250 teams, or however many teams there are, it says something for what you're doing. We've got a big weekend this weekend, but this team can win; they can compete. This program has gotten better and better, which was my goal when I got here. I never expected to win a conference championship within four years. That was a great thing. Now it's staying up there, maintaining, and continuing to get better, and we are doing it.

Is an exciting part of it to build successful programs that exist, not because you need the numbers, but because they are strong programs in their own right?

Right, absolutely. I think it's very important. There are certain schools in the country that have added numbers just to have the numbers. They don't care if the teams win or lose but they are in compliance now because they have the numbers. I don't really feel like that. I want to win. I think that's why I have my job. So I'm going to push to develop this to be what I need it to be for myself.

Now, does it benefit the university? Absolutely! Not because of numbers, but because of the nature of sports now you have to be successful or you don't have a job in most Division I schools. Not all of them though, but in most. With our basketball team putting us on the map and football doing well and getting to bowl games people are taking notice of Nevada. How great is it to be able to coattail on that? I want to win, I don't care about numbers. I know that sounds pretty selfish.

I don't think it sounds selfish. If they are starting teams just for numbers, what does that say?

And I don't feel like that here. Yes, softball was added because they needed to get their numbers up but I've never felt like that was the reason I was here. I've never felt like that is the total reason they added softball. This community wanted softball.

Can you tell me about some of the standout athletes that you've worked with over the years at UNR?

My senior pitcher right now, Jordan McPherson, is phenomenal. She won the Ruth Russell Award for outstanding senior athlete. She's been absolutely phenomenal. Brittany Puzey, who is on my team right now, is a standout athlete. I've got a bunch of young kids that are going to be standout athletes. When we first started the program I had a couple kids who were pivotal. When you are only six years in, there have only really been two full graduating classes.

Cindy Fox: I was born in Augusta, Georgia, because my dad was in the military, but I spent most of my life in the state of Washington—primarily eastern Washington, Yakima Valley. In 1980 I moved to Seattle to attend the University of Washington.

I actually got involved with sports because my dad was a huge NFL fan, and my older brother wasn't really interested in sports that much, so I would sit there on Sunday mornings and afternoons and watch the games with my dad. It was a great way to bond with my dad, and he taught me a lot about the game. As a matter of fact, the first job I ever wanted to do was be an offensive coordinator for an NFL team. But it was a great way to spend time with him, and we would talk about it all week long.

Growing up, I was an avid reader, but I was always a very small person. I started gymnastics at the age of six or seven and competed almost up until high school, when I actually grew five inches, so it really took away any aspirations of going any further with gymnastics. My sister was a swimmer, so we were always involved with athletics.

When I went to the University of Washington, I got back involved in athletics in a different way. I was living in the dorms, not really involved with anything other than school, and my roommate

said, "Let's go down and try out to be a Husky Hostess."

I said, "What's a Husky Hostess?" [laughter]

They had about thirty girls, students at the University of Washington, to assist in the recruiting process. What they did was meet the recruits and their parents and take them on campus tours, go to the games with the parents and the kids, be there if they needed anything, and talk about campus life.

So I said, "OK," and I went down and tried out. I think one of the reasons I made it was the fact that I was in the dorms, and almost every girl there was in a sorority. They wanted to have a diverse group of kids living in different types of situations, so they could talk to the kids and the parents about it.

I made that, and I just fell in love with the athletic program. I became one of the officers in the group and became the president of the organization, and I created a lot of ties with the Athletics Department. When a job opened up in their sports information office when I graduated, I slid into that, and that's really how I got into it. It's kind of funny how things work out.

In college sports, it's a lifestyle, not a job. You go home, but you're not really at home, because you have to do events in the evening, and people

can call you at all hours. But it's OK, because we get to work in this wonderful area that people want to be a part of and don't have to be a part of, and it's just so much fun.

My experience there was in a BCS (Bowl Championship School) program, and University of Washington has a huge athletic program with a big athletic budget. At the time, in the early 1980s, they had about 22 sports and probably 500 to 600 student-athletes. I think now they are close to 700 student-athletes, so it's a really big organization.

Mary Larson: Was Title IX being implemented at that time?

Yes. Well, you know, Title IX was way earlier than that, but at that time people were actually starting to take it seriously. Washington was kind of on the forefront of a lot of this, because they actually went to the Washington state legislature and lobbied for money to add two sports. Both Washington State and Washington received about \$750,000 each for a period of time to implement and bring on two new sports, because they found that they didn't have equal number of participation opportunities for women.

Washington brought in softball and soccer, and I'm not sure what Washington State University brought on board. Back at that time \$750,000 was good, but nowadays that wouldn't even cover one of those sports' budgets. Also at that time they created a position for marketing just for the women's sports, and that afforded me the opportunity to grow in the athletic profession.

I was in sports information, which sets up media interviews, does all the historical documentation and statistics, keeps all the archives, and produces the media guides. It's a big job. They run the game operations in terms of the score table and the nuts and bolts of that. That was good, and I had experience in that, but I was ready to move into something different, something a little more challenging. Because of Title IX this opportunity presented itself, so I slid into that position.

When you started, what was the coverage of women's sports like, by the local media, at least?

Seattle was pretty good to the women's sports, but football was king. It was absolute king.

I vividly remember being in the sports information office and seeing a news report on the wire that said Oklahoma had dropped its women's basketball program. That was in the early 1980s, and it was a shock to everybody. They were going to drop women's basketball? I think they reinstated it four days later. [laughter] It did not last long. Ironically, they have one of the best women's basketball programs in the country now.

Washington absolutely took Title IX seriously, but some schools, I think, at the time said, "We're going to wait. How long can we not implement some of these things without getting in trouble?"

With this marketing position for women's sports, what did that entail?

First and foremost, I tried to promote each program to maximize the exposure to the public via the media, in broadcast or print, and also to generate attendance at the events. At the time, women's basketball at Washington was the hot ticket in town. As a matter of fact, I got invited to conferences where people would say, "How do you get those people at your games?"

In the Pac-10 there is a very strong women's basketball tradition, with Stanford and Washington. They really did kind of start things there in the Pac-10. It was one of those things that you had to have a lot of your planets line up. It has to be the perfect storm sometimes.

I remember a game between Washington and Stanford, always the biggest game of the year, and we literally sold out. All it takes is one of those games and a picture on the front page of the sports section that has your football coach or a couple of SuperSonics sitting there at a women's basketball game. That generates that sense of, "Oh, what's going on there that these people are attending it and find it interesting enough that they would go?"

Once you get them in there and get that excitement, then you've got to put on a great show. You've got to put on a show from the start to the finish, and the game is a small part of that;

it's everything else around it. That's what we try to do, from the marketing and the promotions to the game and operations. The minute they sit in their seat, they're going to have a good time.

When we had those sell-outs, the arena was probably about 7,000 (although they've remodeled since then). But they were winning, too. You can't have any of this stuff if you don't win. I can hand out ten dollar bills at the door, but people won't come see a loser. That's just the way it is.

They were winning, and it was fun, and then, of course, the media started covering it. We got this ball rolling, and it was a very, very exciting time. As a matter of fact, they were drawing more than the men's program was at the time. As part of that, in my role, I would try and make that event as fun as possible. I would try and get people in the stands—from bringing buses to get students on campus down there, to doing giveaways at the door all the time.

We gave away stuff at every game, and the same with football. They just had a great time. Our band was phenomenal. We had all the pieces there that made it truly collegiate.

The bonus, I think, that college sports has, is that it has that amateur feel. These kids aren't getting paid, other than a scholarship. They do it because they love it. Especially in women's sports, there are very few opportunities, when they are done, to play professionally. There are more now than there were before, but still, it's very limited. So these kids are out there doing this, because they have a passion for it, and they love it, and they want to represent their institution. Our women's basketball players were rock stars. Everywhere they went everybody knew them.

It's that kind of feeling you want for women athletes, everywhere you go, so that's what we tried to do with all of our sports. Some are a little easier to market than others. It was pretty hard to bring a crowd in to swimming, but I could still promote them through stories. I could pitch a story to the *Seattle Times*, "This swimmer comes from this two-room schoolhouse, and look what she is doing now. She's going to be a doctor." I pitched stories like that to try and get them in the paper to help keep promoting and pushing women's athletics.

Did you find that the women's basketball team carried a lot of other women's teams in its wake, as far as getting more coverage?

Absolutely, there is no doubt, and that was driven by the number of people that attended. I don't know this for a fact, but I'm sure the newspapers have a formula. The more people that attend, the more interest in it, the more coverage and interest they're going to get in the newspaper. At times, it got more interest than men's basketball, just because there was more interest. And it was this fun, new sort of thing. Like I said, it was like the perfect storm, and everything came together.

I was probably in that position about four years or so. What happened was that the overall marketing person left, and I moved into that spot. In my opinion, I think that person should have had responsibility for all of the programs. That position could have had people carry out the things that needed to be done, but someone shouldn't just do women's sports. They should have like sports—softball, baseball—and that is the most fair way to administer the sports. The same goes for marketing.

I think I got a great training there, because even to this day, with everything you do you think, "Are we being fair to our other sports?" You might be getting a new indoor facility, but you see everywhere it's a men's and women's basketball facility. There is no doubt about the fact that the men are driving this, and the people are donating because they have an interest in keeping the basketball program going, but the women are definitely going to benefit from it.

Our women's team here just had their best year in years. It really was impressive. Unfortunately, the end wasn't as great, but that gives us the opportunity to say, "Let's look at this and how it ended. What can we do to change that?" So, we're definitely going in the right direction. We had a couple games with 2,000 people at them, which is wonderful. To have those kids coming out and have 2,000 people rather than 500, it does make a difference.

In Washington, I stayed with the second marketing position until 1995—that is when we

left and went to Kansas State. I oversaw all the corporate sales, and it was just a monster there. Now they've outsourced most of it, which most schools are going to, because it's just an animal that, first of all, should be managed by people that have access to all the major sponsors in the country. That way, they can tie them all in together. But at that time that was the way we went.

When my husband, Mark, came on board at the University of Washington, Trent Johnson had actually brought him there as a graduate assistant. The poor thing had slept in his car for two weeks, but that's what you do to get the break. You do those things, and you love it. You've got nothing, but who cares? You've got the locker room. Anyway, Mark came on board, and we started to date about a year after he got there, and nobody knew. I would say that was in 1993.

He left in 1994 and went back to Kansas to finish his master's and also to study with Roy Williams, who was the coach at the time at Kansas. When he got his master's, an assistant basketball job opened up at Kansas State, so he hopped in his car, drove over to Kansas State, interviewed for the position, and got it. It was a full-time, real assistant job at a Big 12 school, which was pretty amazing now when I think about it. Having the Roy Williams connection helped, too, and also having been at Washington. We got engaged, and in July of 1995 I moved.

Before I left, I thought, "Oh, my gosh, here I'm leaving a place with a population of two million, this fabulous institution. I've done all this, and now I have to give it all up." That was OK—I figured I would find something. The athletic director from Kansas State, Max Urick, was in town for the Final Four, because we were hosting the Final Four that year in Seattle.

He called and said, "I've got a job open, and I'd love to talk to you about that." It was their associate A.D. (Athletic Director) job, the senior woman administrator.

I said, "Great."

He said, "I would love to come over to Washington and see your facility." So he drove over, and I met with him, and he was very interested in the marketing piece, too; he wanted somebody to

take over their marketing. I distinctly remember him throwing some brochures on my desk and saying, "What do you think about these?" We evaluated them and talked about what we would change.

He said, "Take me around."

As a matter of fact, he had been a college roommate with one of our assistant football coaches, so it was kind of like old home week for him. I remember walking through our basketball facility, and I said, "We'll walk over to the Tyee Center," which was our donor area for football. We were walking through our basketball facility, and I turned and look over, and there was somebody over there playing basketball. It was Kevin Costner. I turned to Max and said, "Hey, I'm sorry, but I've just got to go over and say 'Hi'."

I just met Max, and he was probably thinking, "Oh brother."

These people were all in town for the Final Four, and so if they wanted to go play some hoops, they would call our school. Kevin Costner and I actually have a mutual friend, who is also an actor who went to school with me, so I just went over and said, "Hi."

I told Max, "I hope you don't mind. I just wanted to say 'Hi' to Kev."

I showed Max around, and we had a really nice time. He offered me the job, which was phenomenal that that opportunity presented itself. We have been so fortunate that the timing has worked out with what we have done. I always think, "What did I do right in this life to deserve this?"

So, we went to Kansas State, started a new married life, and extended our career—moving up, actually, in the Big 12—in Manhattan, Kansas. They call it the "Little Apple." They really do. [laughter] I think there are about 50,000 in Manhattan, but about 22,000 of those are students. It's truly a college town. That place was dead in the summer. It was kind of cool.

I was hired at Kansas State as an associate A.D. and the senior woman administrator (SWA). That is a designation by the NCAA. I don't know about Division II or III, but in Division I you must have somebody designated in that role. The

NCAA started that to ensure that women have a voice in major decision making within an athletic department. You have representation, and my opinion is it doesn't always ensure that you have diversity, because some people don't speak up. There are some people that don't offer that when they should. I don't know that it always ensures diversity, but I think nowadays it certainly does help. With women being athletic directors, it's kind of a different time. We're still not there, but it's evolving, and you have a lot more women in leadership roles in athletic departments.

In my new position I had a seat on the Big 12 Council. The Big 12 Conference included schools like University of Texas, Texas A&M, Baylor, Nebraska, Kansas, Oklahoma, Oklahoma State, Iowa State, and Colorado, so you are talking about major players in the athletic world. At each institution the faculty athletic rep, the senior woman administrator, and the athletic director all had a seat on the Big 12 Council that made decisions regarding the conference.

That was a lot of work, but it was incredible to watch not only the politics but the priorities of some of these major institutions. It was very enlightening and very educating; I just loved it. Great people with very good intentions that really wanted the best for student-athletes, and there they had the money to put behind it.

This year the Big 12 Conference itself distributed back a \$110 million to their twelve schools, and that came through TV contracts, the Big 12 championship games, their basketball tournaments, the bowls, and all of that. With the Western Athletic Conference that we're in, I think it was about \$8 million back to nine schools, so you can see where the difference is enormous. And that doesn't even include their own revenues from their own schools. That is just distributions from the conference office.

Did that allow for a little more parity for women's sports because they had the funding?

The bottom line is that it *is* the money. You can have all the greatest intentions in the world, but if you don't have the money to fund those, it's

just not going to happen. You can only be as good as you can be, and it's just what your resources will support. In all honesty, there they take a lot of pride in their women's programs, which are some of the best in the country. Look at their basketball programs.

Baylor was never a player in any of their sports, and now, all of a sudden, they made a commitment to it, and then they hired Kim Mulkey from La Tech (Louisiana Tech University). They put their money behind it and hired a big-time coach who knew how to win, and then they put the resources behind the program.

A lot of those teams all fly charter—both the men and women. They have the best of the best. At Kansas State our women's basketball program had more money than they knew what to do with, really, and they take a lot of pride in that.

Most athletic directors will say, "Yes, you have to have your football going and your basketball going, because that really does support the rest of the programs," but they now expect the women . . . Just look at the salaries now. In the Big 12 I would venture to guess that the salaries in the top half are hovering around the \$300,000 to \$400,000 range. It's a lot, but the expectations that go with that are enormous. You win, or you're going to be just like the men's coaches—three years and you're gone. It is what it is.

Coaches are saying, "I'm not sure we wanted to get into this whole thing, because I could ride out a nice .500 schedule for about ten years, have a nice career here, and I don't have to get paid as much." But that's the name of the game now. I remember I had a coach at Kansas State who wanted to go to a much bigger institution. His salary would have doubled, and he really wanted the opportunity.

I said, "That's fine, but remember, with that comes the expectation, and it's a national championship, not just winning your conference." In three years he was gone from that institution. You have to be up-front and aware of those expectations and those consequences. Now, if you get into that spot and win, the world is your oyster. You are going to be rewarded, and it will be great, but just know that it cuts both ways.

It was so funny, but when I first got to Kansas State, we had to make a change in our women's basketball program, because there were some issues there. There was an interim time when we had to fill the position, and there are certain times of the year you want to fill jobs like that just to make sure you have the best pool possible. Jack Hartman was a former men's basketball coach at Kansas State, and he was revered by the K State family. He had done wonderful things with that program, had some marvelous players, and still lived in the town. Well, we asked him to come back and oversee the women's program.

The funny thing about Jack was that he was from back in a time when the feeling about women's sports was, "Why do we even have them?" That was his attitude. "Why bother? Girls should be making dinner or something."

There was a story about him in Ahearn Field House, where they used to play basketball. The women's team was coming in to practice right after the men's team, and he didn't want the women's team to have basketballs, so he hid them from the women's team, and they had no basketballs to play with. Well, my how times change.

We asked Jack, who obviously had softened up considerably over the years, to come in and take over the women's team in the interim. This was for a number of reasons: he was there, and he had a great basketball mind and always will. He has since passed away, but up until then Mark [Fox], who is our basketball coach here, used him as a mentor. He would call him on different plays and really pick his mind even as he grew older. We still keep in touch with his widow, who is a wonderful woman.

We asked Jack to come on board, and he said, "Sure. I'll do it." He became the biggest women's basketball fan that K State has ever seen. He would attend all the games after we hired a replacement, and it was great to see him experience that. I don't want to make excuses for people in that position, but that's how they grew up, and then it's how you approach them after that.

We engaged him in this program and didn't shove it down his throat. The girls loved him; they cherished him, and they wanted to win for him.

They saw how brilliant he was, and it was such a win-win on both sides. In hindsight, it was a great decision, and we're brilliant for doing it. It could have maybe not turned out so great, but it did, and it was really a lot of fun.

In your position at Kansas State, was the oversight integrated—men's and women's sports—as it is here?

Yes, exactly. We all just rolled up our sleeves, and we all did everything for everyone, even at a BCS school like Kansas State. At a lot of those schools you had very specific duties, and a lot of them didn't overlap. You were taking care of baseball, or you were taking care of this, and that's what you had. Even at Kansas State, even though it was in the Big 12, everybody did a lot of everything, just as we do here.

In the spring of 2000 at Kansas State, the head basketball coach's contract was not renewed. Mark was an assistant for them, and the way it usually works is that when the head coach goes, you go. I was still working, but I was also pregnant with my first child, so Mark started looking for other jobs. The first call came from Trent Johnson, who was here at Nevada, and Mark had worked for Trent at Washington. Trent had been here at Nevada for a couple of years at that point and asked Mark to come on board. In July I had my son, and in August of 2000 we moved here (although Mark came out a little bit earlier).

I was still back in Kansas, I had just had the baby, and Chris Ault called me and said, "Cindy, we have an opening here for our senior woman administrator. Would you be interested in interviewing for that?"

I said, "I'm not sure. I haven't had a break since I was ten years old with my paper route, and I'm just not sure. Let me think about it."

It took about a half hour or so, and I thought I would miss it too much. I've been doing it for so long, and I really loved it, so when we got out here, I interviewed for the position and got the job. Once again, it's just the timing and everything, and we were just blessed to have that opportunity.

We came out here, and Mark started as the low man on the totem pole, because Trent had his other assistant positions already filled. Then I came and started working, and we've been here, officially, since September of 2000.

I came in after Angie Taylor, and she was very well liked and loved here and just one of the funniest people I've ever met in my life. And she has a heart of gold.

When I first started here Chris gave me the golf, the tennis. I'm not sure I had baseball at the time, and we didn't have softball then. We were starting some sports, like soccer. I had oversight of a lot of the sports, but I don't know if I had oversight of marketing. It all kind of blends together after a while.

Chris and the staff that were already here were so open, and I think it was the first time that they went outside and hired somebody. By virtue of having Mark here, it worked out great. They were very welcoming and open to new ideas. I worked a lot with the Pack PAWS program, which was one of our fundraising arms for our women's programs, but eventually development took that over as things have evolved here. Our development staff has grown, because we needed to support programs through fundraising. So many of our dollars are self-supported.

When Angie had the SWA position, do you know if she was just overseeing women's sports?

Yes, I think she was. When I got here I didn't know a lot of the history, and there was actually quite a separation between the two. I didn't know a lot about that, and I am glad now. People would call me the women's athletic director when I got here, and I said, "Well, no. There's one athletic director. This is how we divide up things and responsibilities, although there's a lot of overlap." I specifically remember hearing through the grapevine that one of the men's coaches wasn't quite sure about reporting to a woman, but we got over that fairly quickly.

Our sports got a lot more personal attention, and I really feel that you need to stay connected with your coaches. You need to know what they

are doing and be involved. I do the sweep through every day and always have. I walk by everybody's office and say, "Hey." No agenda items or anything, just seeing what's going on—checking in with people to see if they need anything. I don't think so much that they got that.

Chris, I think, had every sport report to him, with the exception of the ones Angie had, and she was in another building. That just does not work. You do get inequities when you're in another building. You have primarily one person controlling the purse strings, but you have somebody else out here trying to do a good job, and it's really difficult.

I think Angie might have been in a tough position in that way, but I think the coaches felt so nurtured with her, because she is just that type of person. She's very warm, and she took very good care, and even the women's sports maybe got a little bit less of that when I came on board, even though we had the daily walkthroughs—but then, everybody was about the same.

Do you want to discuss a little bit about the differences in philosophies with the SWA positions at different institutions?

The NCAA mandates that you have this position designated as a senior woman administrator, but it doesn't tell you what they should do, other than that they should have involvement in leadership, major financial decisions, and the big decisions of a university athletic department. But that's about the only restrictions or parameters on that position.

At some schools the SWA's have sport responsibilities. At some they are the compliance directors or the academic advisors or the marketing people or in development. There is really no specific job description for the senior woman administrator, other than how the athletic director sees what they can get covered by that position.

While this is by no means what every athletic director does, a lot of them will say, "You're going to be our compliance person." That position is primarily filled by females. Academic people are

females, and ticket people are females. Those are jobs where, typically, an athletic director says, "I've got to have one, so guess what? You're going to be the senior woman administrator."

I think that is slowly changing, because they see the value in having a strong person in that position that the coaches can all look up to and say, "The person who is overseeing my sport, or that I go to, has some authority here. They are not just the compliance person or not just the academic person."

And there's an issue, too, with the integration of overseeing men's and women's sports, versus men's sports on one side and women's sports on the other.

Right, and there are very few separate athletic departments anymore. UT (University of Texas) still has a men's and women's program. If you were in the industry you saw in the papers that Minnesota was probably the one that had major issues when they integrated, because the women didn't want to integrate.

They said, "We want our own thing." But that is kind of going by the wayside, having two separate departments.

I truly believe that I can treat my sports more equitably if I have like sports—men's and women's tennis, men's and women's golf, men's and women's softball/baseball. I just think it's good for men to report to women.

Our basketball coach, Mark [Cindy's husband], always jokes that he's got a female athletic director, a wife who is an administrator, and the head SID (Sports Information Director) here is a female—and there are very few of those in the country. Also, his trainer is a female, so he is surrounded by women, but it's good.

You mentioned just a couple of seconds ago that the ticket people are often females.

Yes, and when I was just starting out in my career at Washington, I was a young pup, and I was that first job in sports information. My athletic director at the time called me down to his office and wanted to talk about my future. I was

so excited, and I sat down, and I just couldn't wait to hear what his grand plans were for me.

He said, "Cindy, I'm impressed with all the things that you've done, and I'm watching you. I'm keeping my eye on those young stars out there. One day you're going to be the ticket manager."

I'm sitting there thinking, "Oh, no. I am not going to be the ticket manager." I have absolutely zero interest in being a ticket manager because, frankly, the models I've always had of ticket managers have not been the things that I would want to emulate. First of all, being a ticket manager is like working in parking—it is a thankless job. Everybody is upset about their tickets, it's rush, rush, rush, and everybody is unhappy. So, that wasn't really a position I was interested in pursuing. But I was a little bit flattered, because he actually had grand plans for me, and that was kind of neat.

Then he said, "You're going to make a lot of money, so that you can buy pretty dresses." [laughter] I actually still wear dresses, but . . .

But going back to the Jack Hartman thing and the similarities there, that was the context. This guy was an old football coach, he did a marvelous job as an administrator and brought lots of facilities to the University of Washington, and he did push Title IX. Did he believe in everything about it? I don't know, but he certainly went ahead and followed the mandates of it.

For him, this was a compliment. To this day I still am in touch with him. When he comes through town we have dinner together, and we exchange Christmas cards. He will e-mail me if there's any news. He's very proud of me, so I don't think of that as a negative at all.

Growing up, there have been so many of those types of stories. I don't look at them as negative; I look at them as opportunities to learn. I have molded the way I do things from all these people, good and bad. You just take the best from it, or the things that you want to carry out, and I look at it all as positive. I would never look back and say, "Can you believe this?" I just wouldn't do it, because I think that's life.

Now, getting you back to Nevada, when you came here the previous schools you had been involved

with had all been BCS schools, so what differences were there when you got to Nevada because of that?

Obviously the financial resources are significantly different. However, I remember walking in the first time and looking at the Hall of Champions and thinking, "This is beautiful." Joe Crowley, Chris Ault, and Angie did a marvelous job of laying a fantastic foundation for facilities here.

The offices are beautiful—just the amenities. And for recruiting purposes, when you bring a recruit and their parents in there, that is special. It's not huge or over the top like a lot of places are. It's very well done, and it fits in our community. Everything fits here.

I was very impressed with the detail and the things that they did for their programs. I was particularly impressed with the fact that our football team had to buy their own travel sweats. When they said that, I went, "What?" Because being at a BCS school, where those programs get so much more than they really need, it's just excessive at times. My philosophy is a little less than that. Let's be a little more conservative. Therefore, the kids you recruit here aren't the type that have the same entitlement issues, and the kids here are really solid kids. That is what I was immediately impressed with.

With the women's program, I think Angie had already laid a great foundation. They had added women's golf when I got here, and we had to add another sport. I think all the same sports that we have right now are what were in place at that time. Soccer had been added a year before I got here. We hadn't added softball yet, but we had actually put together a sport review committee to evaluate sports to add.

We had specific criteria that we looked at when we added sports. When I got here, I wasn't part of bringing in soccer and the golf, but it was fairly recent. Soccer was still playing over at Mendive Middle School, and so we had some work to do to provide a better facility to provide a better opportunity for those kids, which we did.

Do you happen to know why soccer came in before softball?

I don't know, other than that soccer is an easier sport to get up and running. I'll tell you what we looked at when we had a review of the sports to add, and I'm sure they did this prior to my coming here, but they would have looked at start-up costs. Softball is a pretty expensive sport to get going just because of the facility issues. And when you are phasing in scholarships, you can't just say, "Here are your scholarships. Go get fifteen or twenty ladies to give these to." You can't do that. You've got to slowly build a program and add kids because of how everything cycles out. You give everybody a scholarship, and then they are all gone in four years, so you've got to phase these things in.

But the start-up costs were probably a lot less for soccer, from equipment to everything. If you've got a field, you can play. And then there are the annual operating costs. What is it going to cost funding scholarships, coach's salaries, travel, recruiting? Facility availability is probably the biggest thing.

With softball we had to really look for a place, and it wasn't easy to find one. With soccer we went to a middle school. By far it was not the best opportunity, but it was the one that was available at the time.

Then, what kind of support staff will you need? How many scholarships are available? Does it really impact your numbers [for Title IX compliance]? You could add bowling—that would be an easy one for us—but you would get four scholarships, and you end up with four opportunities. The cost is a lot less, but you're not going to hit your target that you need to hit.

Bowling actually makes sense for us, to be honest with you, because of where we are at. Nebraska has the best bowling team in the country. But with average squad size, does it make an impact? How is it going to impact existing programs? You don't want to add another spring sport, if you have so many spring sports. You don't want to be competing for the same athletes, same fans, same staff to cover sports information.

In the winter it's really funny, because there is about a three-week period in November where you have volleyball, soccer, football, and men's and

women's basketball all playing at once. You could have three events in one day. If we had hockey we would be in big trouble. You just have to have so many support staff people—trainers, sports information people, an administrator.

Take, for instance, a PA announcer. He's going to do a football game. He's going to go do the basketball game, but we've got women's basketball, too, so it just gets really hectic. You really have to look at that and how you can accommodate those programs fairly, making sure they have all the support they need there.

Then we absolutely look at the ability to generate revenue. Can we charge to get in? That is an absolute. None of our programs support themselves, with the exception of basketball. With football we're right there, but football programs are so expensive. Men's basketball generated about two million this year, and football was probably a little bit less, but they basketball has fourteen guys, and you have a hundred with football. You have to look at that. Those are the things that you look at when you're trying to add a sport.

You chaired the committee that reintroduced softball. What other sports were considered at the time?

Bowling. Water polo. And that's a very interesting one, because you have a lot of teams that compete on the West Coast, and you have to look at that, too, the competition. Lacrosse just doesn't work for us. All the teams are in the East, and we couldn't afford to travel. It just wouldn't make sense, and it's not a conference sport.

Water polo was very viable, but we didn't have the facility. You need to have at least eight feet [in pool depth]. If we ever get a new aquatics center, that may be something we do in anticipation of at one point maybe adding water polo. You never know.

That's why we really have to think out into the future when we're doing our facilities. What else could we do here? Let's not limit ourselves. You can drive over to Cal, Stanford, or Davis, and all of those schools have water polo. Equestrian has been a big one to add, because we have an equestrian program here. You also look at the

feeder systems—what do we participate with on campus—and see if we have something already in place. Equestrian is a very expensive sport, since you have the horses and the healthcare of the horses. Fresno State has equestrian, and, matter of fact, before I left K State, we added equestrian, but it's an agriculture school, as well.

Where does rodeo fall into it? Does that count as a club?

Yes, it does. It's not an NCAA sport, which would be kind of cool, wouldn't it?

So those were the four sports we really focused in on when we were looking at adding a sport. Softball had an existing history here. It's a conference sport; everybody plays, and you can get the competition. It's an expensive sport, but we started out down at Idlewild Park. We thought we would get a field a lot sooner than we have, but we didn't, so what we did was we worked with the city.

They were wonderful to work with, and we said, "Look, we're going to make improvements on this field, but this is what we're going to need." In exchange for the improvements, we kept track of our hours that we were there so we could offset the expenses. We left them with a beautiful ballpark, but they were incredible. Their people worked on our fields and really helped us a lot.

Another thing is that we were right in the middle of the city, so people could come out and see our team play, as opposed to here, where you do have to get in your car and come and see us now with our new facility over at the old Manogue High School site. It was a very good partnership, and I think it's developed in a way that now we're doing some other things together with the city.

Softball also has a very big feeder system. We have several local kids on our team. There was a great pitcher that, unfortunately, Oregon State got a couple of years ago, but we have some very good local kids and great talent, and they just made the top twenty-five for the first time. Isn't that just amazing?

When you hired the first coach for the revived softball team, what were you looking for?

Building a program is a lot harder than coming into an already established program. We actually had a great pool of candidates for our job, and one of them is now the head coach at Washington and doing a marvelous job. We really looked for somebody with some maturity in terms of the ability to not just see what is right now, but what *can* be in about five years, because with this sort of thing you're phasing in scholarships.

This is the foundation, the most important time. You are establishing a program. How are you going to do that? You have some junior college kids and some freshmen, so you can phase in your scholarships. If you get all freshmen, then in four years you are done.

I wanted somebody that had proven success, who had been in a program that had success. Michelle Gardner came from Arizona State, a very established program, and before that at Florida State, and she was Big 10 player of the year at Michigan. She had all of the things that we needed.

Those were the kinds of things we look for—somebody with a great attitude, somebody that would fit. Fit is probably the number-one thing we look for when we hire people. You can have the best Xs and Os person, you can have all of those things, but if they don't fit with the Nevada culture and the Nevada philosophy that we have, it's not going to work. It's like recruiting a kid that isn't 100 percent there. You better recruit somebody that wants to be here, that has all the skills and abilities, but also the mental piece—it's got to be there. The fit is the most important thing, in my opinion.

What was the community reaction to reintroducing softball?

They *loved* it. They thought that was the greatest idea. I don't know all of the history, but I hear bits and pieces from people out there. Dropping a sport is the hardest thing you'll ever have to do as an athletic director, and because of the history and the kids that it affects, it's very difficult. I can imagine how difficult that was. So, you could hear a collective cheer for the reintroduction of softball. I believe that was in 2003.

That was also the year, I think, that Kim Gervasoni was hired for basketball. What were some of the considerations for that search?

Ada Gee is a former basketball coach and still a very good friend of our department, and you couldn't find a more quality person, but the program really was not going in the direction that we needed to go. I think we needed to have a little more attention on those sports, raising the expectations of those sports and of our coaches. It's never, "You get there or else," but, "What can we do to help you win more games and recruit more quality athletes?"

It was a collective effort to raise the expectations of all of our programs. Just because you were a tennis coach didn't mean that we were going to ignore you and put you over here where you could just do what you wanted. "Just be respectable." No, we have expectations. The women's basketball program had not been improving year after year like we would have liked to have seen it, for a number of reasons.

It was a mutually agreed upon decision, and Ada decided to go in a different direction. Again, we looked at a lot of the same things we did when we hired Michelle, and that was somebody that was very technically solid, somebody that could manage all aspects of the program, and somebody who had been in a program with some success.

We had another great candidate pool, and Kim came out of that and has developed the program. Each year we have gotten a little bit better and a little bit better, and this last year we got a lot better. She came from Arizona State, as well. And the Pac-10 is a very tough women's basketball conference, so she knows what it takes to put together a program that can win.

I understand you were on a committee in the search for Cary Groth's position. That was a big thing, because we have tended to have athletic directors here who were here for very long stretches, so there's a sense of stability. What was that process like?

It was funny, because in my mind I don't even think about women and men. It doesn't even cross my mind.

I wasn't thinking of the difference between women or men, but just having someone new come in after so many years.

Yes, that too. That transpired when Chris Ault went over to be the football coach. Again, I kind of liken it to me coming in and being an outsider, when they've really always had a lot of Reno people and it's all been kind of the same. For them to open it up to somebody completely new, and that mentality of, "This is good for our institution, to open it up and bring in some fresh ideas," that was a big transition. But within our department, even the people that had been here forever were so good with that. They were just open to it. There was no negativity. People were real happy, not that Chris was leaving, but that he was going over to be football coach and now we were going to get a different perspective.

As much as one might like Chris, was the process awkward since he would still be here in another position when his successor arrived?

People were definitely concerned about that. With Chris and I and how he treated my position, it was very good. I thought he was someone you absolutely got an answer from one way or the other, and I appreciate that. If I didn't like the answer, I would say, "Chris, this is why I think we should do it this way," and he was always open to that. I felt that he would treat a new athletic director in the same way. I didn't personally have a concern with that, because I really thought, first of all, when he gets focused on something, like football, he doesn't care what anybody else is doing.

My experience with him has been that he was always open to my ideas and would actually say, "Great, let's do it. You told me why you think that's the way it should be." So, I didn't have the same perception—not perception, I knew—that people on the outside may have had, but I didn't think it would be a problem.

Was the committee specifically looking for someone from the outside?

Yes, they were. It was a very open search, and they had a search firm assist in the process. They went out and solicited people, thinking about the fit, thinking about the strengths of the school. So we had the search firm's candidates and also the people that just wanted to be an A.D. that were applying.

Obviously fundraising was the key. As an athletic director, it used to be a great position where you went and played golf, went to some games, and hung out with the donors, but now it's all money, fundraising, and personnel issues. It's budgets and personnel now, which takes away from what used to be a really great job. Now it's a lot of work. We were looking to see if this person could come in here and raise money for our department. We are a self-sustaining entity, so we needed to have that piece. And somebody that has managed football, because that is a big piece.

I was wondering if that was an issue, especially since Cary had so much success at NIU (Northern Illinois University) with their football program.

Yes. What was funny specifically with her was that during the process her résumé and the questionnaire that the search committee had candidates fill out for the entire committee did not convey that. The people on the committee were involved with athletics to a certain extent—the AAUN (Athletic Association of the University of Nevada) board, some people on campus—but they didn't know the sports world as intimately as I do, because I live it every day. My job is reading the sports page so I know what's going on across the country. I remember specifically, when it was brought up about football, I said, "Do you understand what she did there?"

They went, "Yes, you know, dah-dah-dah-dah."

I said, "No, she stuck with a coach that had lost." I don't even know how many losing seasons, but it was bad. People were calling for his head. They were saying, "Get him out." She stuck with this person, because she saw something in him and his program. The next year they were in the top ten or top twenty-five.

Do you know how hard it is to turn a football program around? That is no small feat. Somebody that has the skill set to identify that, I think, is pretty intuitive, is good at hiring people, and she was at an institution that was comparable to ours, so it could be done. A top twenty-five football program—very difficult. And, of course, we had a top ten basketball program here, which was also very difficult. People have no idea how hard it is to do that.

I think being a part of that committee and being able to bring some of those things out versus, maybe, a candidate from USC (University of Southern California). It's a very sexy name, SC—national champions, Pac-10. "Look at all these great things."

I said, "But you have to look at the difference here." SC has got more money to do whatever they want, so they should be able to do that. That person also, I'm sure, in his or her capacity—not identifying anyone—was for the most part is very narrow in their scope of responsibilities. There they have five marketing people to do it, or they have a financial staff to handle this. They have six SIDs, versus this person who's got one SID, yet they were still able to get a top twenty-five football program. I just tried to put it in context for them. I think that was probably the strength that I lent to that particular search.

How was that committee constituted, as far as the groups that were represented?

The president, John Lilley, appointed people on that search committee, and he had some of his senior level administrators on that, a couple of people from our department—myself, and I can't remember who else, internally. We had people from a couple of our fundraising arms, some community people, and some faculty. It was a very diverse group coming from different perspectives and points of view. It was a pretty big group.

Because women in A.D. positions are relatively rare in Division I-A, was there any concern about that or any resistance?

I never heard any. There may have been the little groups out there talking a bit about it, but it never was an issue, as far as I know. Everybody says Reno is such a redneck town, and I just haven't found that, to be honest with you, but my filters are also, "I don't hear it." It's not going to affect me, because it's not true. I'm a fairly "glass-is-half-full" person, and if that is going on out there, I will just dismiss it and move on.

Cary was also a sitting A.D. with a program that was successful, and that gave her some credibility. When they brought in the two finalists, they spoke to all of our staff, and she absolutely earned that position. She didn't get it because she was a woman; she *earned* that 100 percent.

Your husband, Mark, got promoted to head coach of men's basketball in 2004, and I know, from what you've said before, that you've been very conscientious, both at Kansas State and here, about keeping things separate, so there isn't a conflict of interest. Did it pose any logistical difficulties, not necessarily on a work level, but maybe on a personal level?

We've been doing this for so long. We've worked together at three institutions, and, actually, it's such a bonus, because I get to see him. At least, occasionally during the day we bump into each other.

You know what? I get it. I understand the business. Take for example, Kansas State. His head coach got fired, and I was in administration, so I was involved—not involved with the firing, but it is what it is. They didn't win enough games. There is absolutely zero bitterness about that, because I understand the business. It is a business.

Those two entities *must* produce—football and basketball—and if they don't, they're gone. That's the difference between every other sport, the revenue behind it. That's not a justification.

That probably was the prime example of how we dealt with a difficult situation with our two jobs together. That's just the way it goes, and I understand. He reports to Cary, and we talk about work very little at home. Frankly, I just don't want to. There's nothing new. We've been doing it too

long. But like I said, we are truly blessed to do what we both love to do at the same place. It's just shocking every time I think about it.

I was thinking, too, that there's probably enough leeway in your schedules to work out things with your two kids.

Yes. Although we have probably a hundred events outside of a normal work day during the year, we still have a lot of flexibility. On a game day for him, I'll have to go home to get the kids before he leaves to go the game, and then we go afterwards. If I have a volleyball game to go to, he's at home. In the winter it gets a little tougher, since he travels all the time. He's gone the whole month of July, and then they have camps in June. It's part of our life. Like I said, it's a lifestyle. Our children, I think, are incredibly lucky to be a part of this, because they get to go hang out in the bleachers and watch.

Unfortunately, my daughter right now wants to get into cheerleading. I'm a little distressed, but I figure at five years old there's a lot of time still. But, if anything, they are exposed to everything, so if they want to do that, that's great, but they are also in a collegiate environment.

They're on a campus, and is there any place better? They get a sense of the value of education, and being around kids that are doing it all and having fun doing it. I can't think of a better environment for them to go hang out, so I feel incredibly blessed that we are able to have that for them. Even if you are a faculty member or a staff member on campus, you need to bring your kids here and let them go play out in the quad. They are surrounded by kids with books and ideas from different cultures and different places, because it's such a melting pot university.

In athletics they are exposed to a very ethnically diverse group of people, as well. I think that they are a little skewed in the size of people—they think everybody is tall—but the exposure that we get is very diverse.

They are also seeing women in very strong roles. I remember a time when I brought my son to a volleyball spring scrimmage, and Stanford

had come over. We were watching them play our team, and I said, "You know, honey, Stanford has great sports programs. Maybe one day you'll go to Stanford."

He looked at me and said, "Mom, I don't want to play girls' volleyball."

I said, "You don't have to dear. It's OK."

I think everybody that works on a campus should bring their kids with them. If we can get a kid on our campus, it changes their whole outlook on what is possible. So, we're lucky.

Now, back to some things that are specific to women's athletics here in Nevada. We've talked about what was available when you got here and some of the things that have been added. Is there anything in the works?

Yes. At Nevada things happen so fast. Bam! All of a sudden we're embarking on another project. Internally, we've added a lot of positions to support our women's programs. I think everybody is on the same page mentally and emotionally with our programs.

Physically, we have just completed our \$7.5 million academic center that benefits all 400 of our student-athletes, which, to me, is probably one of the most exciting things. The former academic center is down in the basement of the Virginia Street Gym and has been since I got here. The kids would be down working on the ten available computers—it was very small and very dark—but they would hear bouncing volleyballs up above, so it wasn't a place conducive to studying. It was absolutely a first step, and it was a place for people to go, so it was a good thing that that was there.

But because our mission is education, that was an area we identified that we should really put some more resources into. So, through all privately raised funds, we are putting the finishing touches right now on a 6,000-square-foot academic center with a computer lab, tutor rooms, and also an area where kids can hang out. It has chairs and couches where they can read and listen to their iPods if they want, work on their e-mail, and be comfortable. I think that is just fantastic. Our women, obviously, are a part of that.

We are looking to upgrade our soccer facility, and we're getting close there, because we are working on a major gift. Also, at our new softball complex, we have the field, the dugouts, and it's beautiful. The one thing Michelle Gardner wanted with her new field was a bathroom in the dugout, and she got it. It was a mere \$60,000, but there's a bathroom in the dugout that will be there forever. There is seating for about 200 right now, and we're continuing to fundraise for a new press box, concession areas, and all that. That is an ongoing project.

We are raising funds right now for an indoor tennis center for our men's and women's programs. We're looking for a site right now, and there may be some other things that we will work with the city on, as well. In May we may have some new things to report—a natatorium, tennis, and some other things—which is very exciting.

The other things that we're working on aren't necessarily specific to women, because what we want is specific to our student-athletes, and our student-athletes are made up of men and women. That's how we prefer to look at it, because with the new basketball facility, it's not just for the men but for the women, too. That's one that hopefully soon we'll be breaking ground on. I said that we need to make a facility so that we can do a lot of things in it. I don't want it to be so specific and narrow in its scope of use. Some of our other teams, like volleyball, could have camps there. Everybody will benefit from that, so that's going to happen.

And they won't have to pay rent at Lawlor Events Center anymore for practices.

Exactly. It will be our facility, and we can control it, but it benefits both men's and women's athletes. Those are some of the things that are going on now.

It's a very exciting time. You drive on this campus now, and it's beautiful. With any student-athlete, you want them to walk in and be proud to be an athlete here. When I first got here there were talks of doing a women's arena. Well, that didn't materialize. What we did was we went and said, "How can we make the Virginia Street Gym a

facility that our kids will be proud to walk out in?" We remodeled the gym and their locker room. I remember at the time them going, "Why do we want to put money in a locker room, because we might be moving."

I said, "If we don't do it now, it will never happen, and the cost will double next year, and it will triple."

So, we did it, and I'm so thankful that we did it when we did it. Those kids go in there, and they feel proud to have it. Their locker room is beautiful. When visiting teams come they are impressed.

And isn't that gym a wonderful home court? I walked in there the first time and said, "Why would you want to go anywhere else?" Five hundred fans there sound like five thousand. It is a fantastic home court advantage.

The other thing is, our volleyball coaches really want us to take down the baskets in there, and we do, too, but we have no other practice facility. When we get the new practice facility, we can then take down those baskets. See, when Lawlor is in use for some other activity, our men's and women's teams have to have another place to go practice. We'll definitely be very happy when we get that facility built, so that we can take down the baskets in the Virginia Street Gym.

What do you think some of the challenges are right now with promoting women's sports?

I think our sports are always worthy of being covered, but we have to ensure that our sports are successful and meshing with what the newspapers and the reporters and the TV stations need to cover them. If you're not a successful program, if you don't do things the right way, they're not going to cover you, and there has to be interest in it.

Probably the biggest challenge is continuing to provide the resources so that our coaches and student-athletes can be successful in what they do. Also to continue to educate our staff on the importance of pushing. Just because you think we're there doesn't mean we are. We cannot rest on our laurels and just hope they'll come out and do it. We've got to keep sending them that story,

keep looking at new angles and new ways, and make sure that we're relevant in our community to make us coverable in terms of the press.

Just to wrap up a little here at Nevada, what have been some of your proudest accomplishments here?

Having our administration very engaged with our staff. Having a new academic center. That is why we're here—education is the most important thing. Part of that is when a student-athlete comes in and says, "I had a great experience here. Thank you."

I was down on the court at a men's basketball game. I was standing there with the parents at senior night, and one of the student-athlete's parents—whose son was graduating—said, "Everything that was promised to my son, he got and more. It was the best experience. He's graduating, he's been involved with NCAA teams,

and he had a great time. His lifelong friends were made here."

I get chills even thinking about it, because that's why we're here. We're here for the student-athletes. We work for them, and sometimes I think athletic departments get away from that.

Again, going from BCS to our school, one of the cool things about being here is that we still have that sense that, "We're working for you." We're here to provide you with everything you need to be successful, and then we've done our job. An education, a championship ring, and a great experience—we've done our job if we've done that. I think, for the most part, we've done that, and that's the most rewarding thing that I've experienced here.

Just one last grand-scheme question. You would have been in grade school when Title IX passed, but you were an athlete, and you've been in athletic



The Virginia Street Gym

administration for your entire career. What kinds of changes have you seen with women's athletics during that time?

I think people are finally integrating that way of thinking into what they do. It's a slow process. It's a federal mandate to do this, but I think people are starting to believe it now. I think in everything we do it's not just because we *have* to do it but because it's the right thing to do.

One of the biggest things that I've seen is the fathers and the moms out there actually involved with their young girls and pushing them, because now they have a place to go. Now it's not just the sons going out and playing football, but it's also the girls going out and playing basketball or tennis or whatever. It's just part of the culture now of growing up, so I see that more. I see young boys getting autographs from girls, and I love that. It's a different level of respect. It's an accepted practice that women are going to be athletes now.

On a national scene, there are more opportunities after college with the pro leagues, albeit not to the same extent that they have those opportunities available for men. You have reporters now just covering women's basketball. Michelle Voepel at the *Kansas City Star* is a national reporter. You have women in sportscasting and on the sidelines reporting on football games, so they are integrating women in what were primarily male-dominated jobs before. They are integrating women into the business of sport, not just participation.

It's a long time in coming, though, and we've got a long way to go. This is a very fluid thing, but you will get to the point where you can change the mentality of how we perceive women in sport, completely—and I think through a few generations here we're going to get there. You see it on TV, in the newspaper, in your local high schools, junior high schools, and colleges, and that's just the way it is. So, in a very roundabout, scattergun way, that's what I see.

CARY GROTH

Cary Groth: I was born in Omaha, Nebraska, in 1956. My parents are still alive and healthy, and I have five brothers and sisters, fourteen nieces and nephews, and six great nephews.

I went to Northern Illinois University (NIU) and graduated with a bachelor's degree in education in 1978, then I taught physical and health education at Rich South High School, which was a sister school of where I went to high school, from 1978-1980. I graduated from Rich East High School in Park Forest, Illinois. In 1980-1981 I was the Assistant Dean of Students at West Aurora High School.

From there I went back to NIU to be a graduate assistant men's and women's tennis coach. After one year, I was offered the job of head women's tennis coach. I had played tennis at NIU and was fortunate to then coach there until 1985. My last year, I assumed a dual role as head coach and assistant AD (Athletics Director). The opportunity to move into administration was somewhat motivated by money. It was difficult to live on the salary as tennis coach. I had to supplement my salary by working at the campus bookstore and delivering pizzas. In 1984, I was offered the opportunity to assume various marketing and promotional responsibilities and assume the role of assistant AD.

Mary Larson: Before all that, how did you first get involved in sports?

My parents were both very active. My dad played semi-professional baseball, and my mom was always active. We grew up as an outdoor family playing and watching sports. My mother probably knows more about sports than any of us in the family. She could tell you who traded who, who is coaching where, and so on. We grew up in that type of environment.

My dad coached Little League baseball, and even though girls weren't allowed to play, I'd go to all of the games and help my dad. I played in a lot of recreational sports in the summer and when I went to high school, I started playing competitive tennis. I happened to do very well in tennis, so I decided to pursue that opportunity in college.

Growing up, we lived next to an open field where we would play rubber ball, the game called 500. All of the boys and girls from the neighborhood would play and it was great fun. It was a bat and ball game. There was dodge ball, and I was the tetherball champion in elementary school. In elementary school we played four square, too. I was always active and liked to play all games and sports.



Cary Groth

When I grew up, you didn't have the computers and we didn't watch TV much, so we were always outside playing. We were never fearful of playing outside and always felt safe. Times are different today. That was the environment I grew up in. My parents are still very active and follow all of their grandchildren and great grandchildren in their activities. They love college sports and attend all of the Wolf Pack sports.

When you got involved in tennis was there a high school team or was that something you were doing on a club level?

There was a high school team. Girls' sports were offered; back then it was called the Girls' Athletic Association (GAA). In high school I participated in volleyball, tennis, basketball, track, and softball. The seasons were shorter. My sister, who is a few years younger, participated in sports as well. We participated in every sport we could.

I started accelerating in tennis my junior year in high school.

When you were getting out of high school, were schools recruiting at that point?

Not really. NCAA scholarships were not available until my senior year at NIU, which was 1978. My high school tennis coach, Jeanne Anne Quinn, helped me find a university where I could get my degree and play sports. One of the reasons I chose NIU was because that's where my older sister and brother in law went to school. It was familiar to me.

NIU was less than a two hour drive from home. My high school coach and I drove to NIU and met the tennis coach, who was a physical education teacher there. Athletics was part of physical education then; it was the AIAW (Association for Intercollegiate Athletics for Women). I made the decision to try out for the tennis team and did well at Northern.

Women participating in athletics were eligible to apply for a "talent scholarship" which was \$50 a semester. I applied and received that scholarship. Fifty dollars a semester was a big help to me and my family back then.

Title IX was passed probably your junior year of high school?

Yes, but we never heard of Title IX. Honestly, I didn't understand what Title IX was for several years after the law was passed. I do remember when the AIAW merged with the NCAA. I believe that was in 1981.

In February of that year the department was going through changes due to the merger and a new conference affiliation. It was at that time when I was offered the head tennis coaching position at NIU.

When I played tennis in college, we competed regionally; mostly against schools bordering the state of Illinois. We traveled in a university station wagon and the coach drove. I also played basketball at Northern. I played for three years, and again, we traveled by station wagon. You drove

to the institution you were competing against the day of the game and drove back afterwards. It was tough competing after a long drive. It was rare that we went the night before.

If the men's and women's tennis teams were jointly administered at the time, did you have the grad assistant going with you, or did the teams travel together?

The teams were jointly administered after I competed. When I was hired at NIU, I was the graduate assistant for both the men's and women's teams. I travelled with the women's team.

When I played, and when I coached, the men received more financial aid and were afforded opportunities that the women were not. The men had training table (a special time to eat) so the male athletes would be able to go eat in a specified dormitory where the women were not allowed. Most of the guys had their school paid for while the women either got \$50 a semester (during my playing time) or a few scholarships (when I coached).

The other noticeable difference was that we were not provided uniforms, other than a shared warm-up with the track and field team. The university provided us with a black warm-up that had a "T" (for tennis and track). We had to pay for our own uniforms. Strangely, when I played, there was no emphasis on school colors. Looking back at the team pictures of both the men's and women's teams, there is such a difference. The men are all coordinated with their school-provided uniforms, while the women are not coordinated at all. When I coached, uniforms were provided but the budget allocation for team wear was significantly different than what was given to the men. For basketball, we were given a competition shirt; however, we had to buy our own shorts, shoes, socks, etc.

With your experience with the women's teams, I have some sense of the type of financial support you were or weren't getting, but what about support throughout the university? Did you have problems with any of your professors when you had to leave to compete?

I don't recall any of those issues, likely because we mostly competed on Saturdays. Rarely did we play mid-week.

Basketball was different; however, I don't recall issue with missing class. Again, the women's teams all drove in station wagons driven by the coaches. The men, on the other hand, rode in vans or buses. It was dangerous. I can remember to this day, there is a two-lane road from the highway into Dekalb. It was late at night after competing at the University of Illinois; our coach was approaching the stop sign going fifty or fifty-five. I happened to be the only one awake in the car when I realized she was not slowing down. I yelled, "Dr. Bell, there's a stop sign!" She had apparently dozed off.

We were all crammed in two station wagons when we traveled. After we competed, we always had cut oranges, carrots, and cookies with the other team. Today, you wouldn't even think of being around the team you just competed with!

Did you have to compete with the men for facility space?

There were plenty of tennis courts on campus so there was no conflict. The women competed at the courts next to the women's physical education building and the men competed at the west side campus courts. Women's basketball was not allowed to practice or compete in the field house, where the men practiced and competed. The field house had over 6000 spectator seats; the women's gym had 100 seats, at best. When I was a student, the women played only at the facilities near the women's physical education building.

The facility allocation began to change when the NCAA became the national organization governing both the men's and women's programs. It wasn't until that time that coaches for women's sports did not have to be physical education professors. We were part of the Mid-American Conference, and we had a men's AD, Bob Brigham, and a women's AD, Debbie Brue. She was just stepping down, and we got a woman named Susie Pembroke-Jones who was a former swimmer from Michigan. She is the one who hired me full-time. Now we were all together in

the same office complex as the men, in the Evans Field House. That was a result of the switch (for women) to the NCAA, and also probably Title IX.

When I was hired as tennis coach, I remembered my excitement in wanting to let Ms. Lewis (my college coach) know that I got the job, thinking in some way that she might be proud of that. Her office was in the women's physical education building and so I went over to visit with her. She was coming down the stairway in Anderson Hall, and I said, "Miss Lewis, I just got named as the tennis coach." Her comment back was "I will have nothing to do with athletics. It does not belong out of physical education." Philosophically, she did not believe women should be part of intercollegiate sport. Oh, well.

Did that have more to do with the philosophy of lifetime participation as opposed to the competitive emphasis?

Yes, I believe it did. But she never came out to watch; she was done. That was also true with Dr. Gaines, who was the gymnastics coach. The two people who really kind of hung on and supported women's sports afterwards were Dr. Moyer and Dr. Bell, who still are there, although retired. Dr. Moyer coached volleyball, and she used to be the president of AIAW, and Dr. Bell coached field hockey and basketball. They go to a lot of the women's events still today at Northern. They were really the only two. They didn't necessarily agree with it, but they supported the women's programs.

You mentioned that you ended up getting into administration as a way to make a little more money while you were coaching. Can you talk a little bit about that position and what that entailed?

Susie Jones was the women's athletic director at the time and she was interested in starting a women's booster organization. She approached me about my interest and I jumped at the opportunity.

The first year we only raised about \$50,000, which was a lot of money to us. The position developed into a full time position and she asked

if I would be interested in phasing out of tennis. I said yes. My salary went from about \$13,000 to \$24,000. I went through that year, and it was hard to do both positions well. Later that year she told me I had to make a decision; I was either going to stay in coaching, or I could go full-time into administration. I chose administration.

She called me one Friday night and said, "You have to move into your administrative office this weekend" because she was afraid the men's program would take the office space. So that weekend I went to my coaching office and moved all my things into the administrative suite, a tiny office. NIU hired my sister Patty to replace me as tennis coach. She was the coach for ten years, before starting her family.

When I moved into administration full-time, Susie gave me sport oversight of three sports—field hockey, swimming, and golf. I oversaw the NI Club (women's booster club), promotions for women's sports, and some odds and ends.

With the NI Club being for the women, what was the booster club for the men?

The Huskie Club. It was administered by an assistant AD on the men's side. Men's and women's athletics were separate programs, administered by two separate ADs. They were still administered totally separately. The two programs did not interact very well together.

There was an event sponsored by the Huskie Club annually. It was a golf outing called the Celebrity Classic. Women were not invited, therefore none played. After I was promoted to associate AD, one of the local sponsors of the event asked me to play in their foursome. I agreed. Later the sponsor informed me that they were told by the Huskie Club board that women were not allowed in this event. A few short years later, after I became the AD, we changed that philosophy.

The men's and women's athletic programs combined in 1987. That year Dr. Brigham announced his retirement, and the president at the time, John LaTourette, decided he was going to do a national search for an AD, who would

have the responsibility of combining the two programs.

NIU hired Gerald O'Dell as athletic director, who started January 4, 1988. Susie Jones took a job at George Washington University and the men's assistant AD left for an opportunity at a conference office. Gerald offered me an opportunity to continue at NIU and promoted me to associate AD. My responsibilities would be working with men's and women's programs with budgetary responsibilities. Gerald had been at the University of Minnesota, as the assistant AD for marketing. He gave me many responsibilities that I had no experience in. It was a great opportunity to learn. He hired a few other Associates, all men, and we all began the task of merging the two programs together. A year and a half later, I was promoted to senior associate athletic director with additional responsibilities.

Was the merge just because of Dr. Brigham leaving, was it seen to be administratively more efficient, or did it have something to do with Title IX?

The retirement of Dr. Brigham opened a window to do something that was best for our university. It was a waste of money to have dual support units (media, marketing, etc). Becoming one department afforded us the opportunity to grow in a way that was hindered by having separate programs.

With this merger, there came a strong commitment to comply with Title IX. When the merger was announced, I remember President LaTourette talking to our staff about the need to combine our resources to become a more equitable and competitive program. Dr. LaTourette believed strongly in Title IX. The merger required strong communication with the external communities.

Were you noticing problems with any of the alumni or any of the boosters as far as implementing Title IX?

Not really. I think that most people, at that time, were more interested in the merger of the programs. The spring that Gerald came, our

women's softball team made it to the World Series and finished in the Elite Eight. Everyone was excited for the program and the notoriety it brought to our community. Our women's programs were experiencing more success than the men's at the time so I believe that helped. Jane Albright, NIU's women's basketball coach, took our program to the top twenty-five for several years. The attendance for women's basketball was higher than the men's for two years. The community really bought into that program.

I can clearly remember one evening in 1991, driving to the field house for a women's basketball game. I was about 6 blocks from the parking lot and I was caught in a long line of traffic. Little did I know that the line of cars was waiting to get into the parking lot so that they could attend the women's game. Not only was there a line of cars, there was a line of people that wrapped around the building. Now mind you, just a few years earlier, there were less than 100 people at women's games (including staff)! That night, we had to turn away about several hundred fans who wanted to attend the women's game—it was unbelievable. Women's basketball had home games against teams like Tennessee, Louisiana Tech, and Georgia. All national powerhouses.

Coach Albright was offered the University of Wisconsin job in the spring of 1994 and took it. It was a huge loss for NIU. She had built a culture of winning for our women's basketball program. Our women's sports teams were doing so well, and our men's programs weren't, so people bought into the women's programs. If both men's and women's programs were not doing well, I think it would have been different, but people rallied behind the winning teams, and they just so happened to be the women's programs.

In August 1994, I became the AD at NIU. Gerald O'Dell had notified the staff in April that he was accepting the Cincinnati job. Gerald had been at NIU since 1987. It was unfortunate, but the community had soured on him somewhat. It was undeserved. It was sad because he made some good changes, not always popular decisions, and did a great job integrating the programs. He was fair.

After I learned that Gerald was leaving, I needed to make the decision as to whether or not I was interested in applying for his job. The year before, I had been a finalist for the Florida International University AD's position. In the end, it was not a good move for me and I withdrew my name.

After I decided that I wanted to pursue the NIU head job, I asked Gerald for his support. He indicated that he was supporting our other associate who had the responsibility for external operations. When I asked why, Gerald replied, "I just don't think it's time for a woman to be the AD."

We were Division I-A, and there were two other women ADs at the time—Barbara Hedges at Washington and Merrily Baker at Michigan State. Merrily Baker had her hands full with the football situation there.

I decided to go meet with NIU's president to tell him that I was interested in applying for the job. He told me, "You know, your athletic director is not recommending you for the job."

I said, "It doesn't matter. I'm still interested."

He told me that it was going to be a national search. During Gerald's last years, the president always asked that I be present in the meetings with Gerald when it was fiscally related, because I was taking over the budget. Gerald would take me with him, because he knew I got along with the president well.

Anyway, they appointed an interim AD, and I went to one of the vice presidents I was close to and said, "Why wouldn't they appoint me as interim? Is that a loss of faith?"

She said, "The last thing you want to do is be the interim. Go for the job."

The search went on through the summer of that year, and I became one of the finalists. On August 8, the president offered me the job. I remember President Latourette telling NIU's director of media relations, "When we do the press conference I will not answer any questions about her gender. None. I am hiring an AD, regardless of gender; I am hiring the best candidate for the job."

He opened the press conference by reiterating his stance regarding the search and appointment.

It was great, because he made me feel really comfortable.

During the search, he had several male donors come in and threaten to discontinue donating to the program if he hired a "girl." Only one of those who made those threats discontinued his small gift to athletics.

The search and appointment were stressful but a lot of fun for me; it seemed to be the right time for an alum to be hired. There was a fracture between the community and the university athletic program. I think it was the right time for someone internal, and all the stars lined up for that appointment. People knew me, and they knew what they were getting, and it just happened to work out. I had been there since 1981—thirteen years.

What were your goals in that position? Did you have any particular things that you had set out that you wanted to do when you came in?

The first priority—and I remember talking with the president about this—was to get the community interested again in athletics. At the same time, I felt that it was important to rejoin the university community and the athletic community together. We were siloed, and it was very similar to what we are trying to do here. Athletics oftentimes is viewed as a program that beats to a different drummer than the rest of the university. Lastly, it was critical to be competitive in the classroom and the competitive arena. Looking back, I think we did a pretty good job with those goals.

Were there any Title IX issues that you needed to address?

In 1991, the university dropped women's field hockey, in order to add women's soccer. It was a good decision that I supported. The problem was that when we made the decision to drop a women's sport, we were not in compliance with Title IX. Someone filed a Title IX complaint in 1991 and the office of civil rights did not begin their investigation until 1994, my first year as AD. The investigation resulted in the decision to add women's track and field.

There was a problem with replacing one women's sport with another, even though there were probably more women with the women's soccer team?

Yes, and ironically I'm the one who made the call to the Region V office and asked them that question: "If we dropped a dying women's sport and added this sport, would we be out of compliance?"

Their response was, "As long as you add to the women's opportunities, you're probably going to be fine."

Well, in fact, that wasn't the right answer. We were not in compliance, so the complaint opened the doors for a broader investigation. It ended up being a healthy experience because there was change and it warranted a university commitment to equity. Our university had to find creative ways to fund our sports with the addition of track and field. We had heard about the tuition waivers that were approved by the state of Washington, used to free up hard dollars to help institutions meet Title IX. President LaTourette and I went to Springfield—the state capitol—and lobbied for tuition waivers. We were successful and the freed-up funds helped fund the addition of track and field. I learned later that another state passed similar legislation. That state was Nevada. Today, there are still only 3 states that offered that help to collegiate sports to help them meet Title IX.

Were there other Title IX issues going on at the same time? I guess it would have all been incorporated, but you got women's track and field?

We provided the Office of Civil Rights a five-year plan to transition track and field into our program. We started by adding cross country.

Did you have the same sort of counting system there, where you could count indoor track, outdoor track, and cross-country separately?

Yes.

That's probably the only way to get past the whole football issue [with football causing an imbalance

because of the large number of people on one team]?

It certainly helps.

When you were AD, what were some of the things that you were proudest of?

Academic improvement, particularly in the area of graduation rates. We hired a very diverse staff that made up the athletics program which was more reflective of our student athlete population. Competitively, it would be the improvement we made in our football program. We went from a pretty dismal program to 12th in the nation.

We hired Joe Novak to lead the football program and after years of not winning many football games or graduating athletes, he turned the program around significantly. We needed to build up a revenue sport and have success so that it could bring notoriety to all of our programs, and we did that in football. There were a lot of good people at NIU.

While you were at NIU you were also working on your graduate degree. Was that a challenge in terms of time?

Yes, I started my master's when I became head tennis coach. I became disinterested in that degree, so I stopped taking classes. When I was named AD, I decided to start over and finish my master's degree. It also gave me an opportunity to integrate myself with the students and professors.

Now, you received a lot of awards while you were at NIU. Do you want to talk about some of those?

No.

I noticed there were two specifically in 2003. There was the National Association of Collegiate Women's Athletic Administrators. You were the Division I Administrator of the Year in 2003 and then the Women's Basketball Coaches Association Administrator of the Year. Was there something

particular that was going on that year, or was it just the culmination of a number of years?

Yes, I think the timing—coming off of the commission and the unprecedented success our athletic program was having contributed to the recognition.

You were talking just now about the President's Commission, and that was the commission for opportunity in athletics that came about because of the thirtieth anniversary of Title IX?

It was the thirtieth anniversary of Title IX and there was some pressure from some special interest groups to take a look at the law. The focus of the commission was to answer seven questions that were outlined and put forth by then-Secretary Rod Paige. They required us to have four town hall meetings across the country—Atlanta, Chicago, Colorado Springs, and San Diego. The town hall meetings were designed to allow experts to present their positions in front of a public forum. Additionally, the day allowed for public comment from our everyday citizens. Secretary Paige asked that we develop a report for him with our findings and recommendations. A very interesting experience.

Was part of this because of the Bush Administration trying to rethink Title IX, because Title IX has a real history of being affected by whatever president is in office?

Yes. It was also apparent that the current speaker of the house, Dennis Hastert, had a special interest in this commission. He was a former wrestling coach and the national wrestling associations were putting a lot of pressure on the administration to do something. The Commission was born out of that pressure.

Also, while you were in NIU you were involved with NACWAA, and you were president?

I was elected President-elect the year before I was appointed AD at NIU. Not a good thing

to take on two major roles at the same time. In the early years when I was getting started, Susie Jones would take me to NACWAA. Back then it was called the Council of Collegiate Women Athletic Administrators (CCWAA). It was so much fun to go to these meetings with Susie and meet many of the women who I had heard about in my profession.

I was asked to be on the NACWAA board and then asked to run for president. It's an organization that can be very helpful.

Apart from NACWAA, what kind of information were you getting about what was going on nationally? Were you going to the NCAA conferences?

Yes, the NCAA was going through a transition during that time.¹

For people who had already made those connections at previous NCAA meetings, the NCAA changes probably didn't make that much difference?

Yes. It's kind of sad what happened in the NCAA, because it was a good networking opportunity, and now people don't typically go. The way the NCAA operated before the change was that it was one vote per institution, so you felt like you had a say in legislation, and you had a say in the rules that governed your institution. Now it's governed by committee, and the process of developing new rules and regulations has to go through a committee. That committee is heavily weighed with BCS conferences, so the chances are a rule being presented by a non-BCS school is not going to pass. The equity just doesn't seem to be there with this new system.

What has happened, from a personal experience—and many share this—is when it was one vote per institution you were in the room,

1. The NCAA restructured around that time, with one result being that not as many people (from diverse types of institutions and positions) participated in the annual meetings.

and you heard the debate about the proposed legislation, so you oftentimes would change your opinion based on those discussions, and it fostered discussions on your own campuses before you got to the NCAA.

You became athletic director at Nevada in 2004. How did that come about?

In February of 2004 I was on a business trip to San Francisco with one of our fundraisers for Northern Illinois University. When I landed in San Francisco, I had a message to call the search firm that was handling the Nevada AD search. They had six or seven candidates who they were going to interview and asked if I would have an interest in interviewing for the job. I was a finalist for the Northwestern job the summer before, and in the fall of 2003 I had just signed a contract extension at Northern Illinois that would take me through another five years.

I said, "I haven't been on campus since 1994," because it was 1993-1994 when we played Nevada in football, and the facilities needed a lot of work. A lot of things needed to be done, and I was happy at Northern.

He said, "Do me a favor and just look on the website and see what they have done and think about it."

I did, and the rest is history. When I got offered the job, I had to make a quick decision. I made the decision to take the opportunity at Nevada.

I had been at NIU for twenty-three years, and it was time for a change, new opportunities. I was there for ten years as AD. We had just come off of a great year, and most places would use that as a springboard to really move the program forward. I felt it was time for a change for me and a new opportunity for NIU.

I didn't know anybody at Nevada. I knew of Joe Crowley and Angie Taylor, but other than that, I didn't know a soul. After I made the change I had learned that no other woman had made the move from one 1A to another 1A institution as AD.

I love the area. I had vacationed in Truckee for many years, and it was a place where I felt

comfortable to move to. It's been a good move for me, and hopefully for the university.

What were some of your first impressions of the community of Reno, more so than the campus?

Really nice people. They make you feel very welcome. I had heard horror stories about the "good old boys" network, but I think there is a "good old boys" network everywhere, and it will come out if you let it come out. What helped me was that I was coming from a school that was just ranked in the top fifteen in the country in football. I had experience with building a division 1A athletics program.

I made the move at a good time as Nevada men's basketball had just been in the Sweet Sixteen, and things were on the up and up. People were really in good moods.

We had some challenges with student-athletes and the law prior to and shortly after my arrival at Nevada. We had something like 14 felonies. It was awful. Most of them were in the football program. Coach Ault is a very good disciplinarian, so the issues in football quickly came to an end.

When you first got here with the women's athletics program, what kind of shape did you feel like that was in, at least relative to what you had come from at NIU?

It was in much better shape. The emphasis to provide equitable opportunities had been a priority, thanks to Joe Crowley and some dynamic community women and men who made this a priority ten years ago. They made it their business to watch it very closely, and made no bones in telling me that they were going to watch me closely. I think that's good, and for all the right reasons.

One of those women, Cissy Rosenauer, was on the search committee, and was supportive of my candidacy. It certainly was true of Joe Crowley. After I was hired, John Lilley [then the president at Nevada] said, "You have Joe Crowley to thank."

I have great respect and admiration for John Lilley, but I think he was torn between, "Is it time

for a woman at Nevada,” and knowing that the former AD was the football coach and wondering if that was going to cause me trouble. So I know that Joe helped; he told me that he helped.

You mentioned coming in and taking over the Athletics Department, and the former athletic director, Chris Ault, was still here with the football program. Was that awkward or odd?

I didn't realize how awkward it would be until I arrived on campus. Our first two years working together were terrible. He felt I was brought in to fire him, so he never really trusted me and I felt that he was just fighting everything I did.

I think it's a very difficult, unique position to come in as Athletic Director when the previous AD just took over as football coach. It was for

me and I am sure that it was for him—just as it would have been hard for me if I had stayed at NIU, returned as tennis coach, and had to work for someone new.

There came a point where things needed to change if we were going to be able to work together successfully. Those changes happened and things have been good ever since. Many lessons have been learned from that experience, for both of us.

When you first got here as AD, were there specific goals that you had in mind for the program?

The president had certain priorities for intercollegiate athletics, and one of those was to integrate athletics within the university. He felt we were pretty much a silo, operating with our



Chris Ault, University President Milton Glick, and Cary Groth on the sidelines.



Student athletes in the Marguerite Petersen Academic Center.

own policy and procedures. The university had just undergone an audit, and it wasn't very good. But then again, the athletics department had not been audited for 10 years so you are likely to have some issues arise.

We desperately needed to increase the academic performance of our student-athletes—and the graduation-retention rate. We separated the academic unit from the compliance unit and hired new staff to oversee both areas.

We've performed better in the classroom and competitively. We have also increased our community service programs. All of these things have been possible by developing a strategic plan that had all staff buy in. A vision statement, core values, goals and objectives were all developed by the entire staff and endorsed by our student-athlete leadership.

Beyond the things that came up in the audit, were there particular individual issues that you inherited that needed to be addressed?

Personnel issues usually take care of themselves. There were no real issues when I arrived on campus.

How did Nevada compare to what you had seen in other places nationally, either through NCAA conferences or NACWAA or any of those?

Nevada was a diamond in the rough. The timing for Chris to go to football and for there to be a new AD was perfect, in my opinion. You can, and we have had, great success at Nevada.

Reno is a beautiful place and the support of the athletics program is very good. The university is very progressive and is developing facilities and programs all of the time.

What women's sports were available when you got here in 2004?

We have not made any changes to the sports programs since I arrived. Softball, golf and soccer were added after the university secured significant

funds from the state to add those programs. We are always evaluating our programs but with the budget the way it is right now, I don't think we would be fiscally responsible adding more, when we have to raise significant funds for the ones we have already.

As far as the NCAA scholarships go and so on, are we currently at capacity for men's and women's?

Yes, we allocate the NCAA maximum scholarships for all of our sport teams.

As athletic director here, what does a normal day entail for you, or is there such a thing as a normal day?

There is no normality. There are a lot of meetings—probably too many meetings. I don't really have a chance to get bored because every day is different. The one similarity with each day is that each day is about relationships.

It keeps you out of what was fun about the job in first place?

Yes, it does. But it's still fun, just a different kind of fun.

As an Associate, overseeing sports teams, I had a little more flexibility—I wasn't the one in meetings all of the time—so I would go out and watch practices. It was really nice to watch our new soccer coach (Jaime Frias) and watch the kids respond to him; it was why you got into it, watching those kinds of things. I need to do a little bit more of that.

How much of your interaction, on a weekly basis, is with community members versus university folks?

I would say it's a 50/50 split. I have many weeknight and weekend obligations that are community based, not to mention all of our sport contests.

Working in athletics is a lifestyle, not a job. It's a 24/7 type of job. Seems that you are always on call.

When it comes to Title IX issues, do you think by the time you got here that most of the conflict over Title IX had been ironed out with the community and boosters?

Yes, I do. I think Nevada is in wonderful shape, and it's evident with the Kennedy Index.² The week before I started at Nevada, I was invited to a luncheon with a group of eight or nine men and women including Val Cooke and Cissy Rosenauer. The purpose of the luncheon was to give me the background of their efforts, and frustrations, regarding Title IX at Nevada.

There are schools that have many equity challenges still today. It's better to come into a situation where you don't have to fight those battles up front, especially if you are a woman.

Since you've arrived at Nevada, you've had the opportunity to hire a number of coaches for different sports. Do you want to talk about that process a little bit?

The expectations for our head coaches are very clear. The direction of the program is very clear. Those coaches who were hired by the previous administration and have the same expectations, or more, are retained. When coaching positions become open, we typically do a national search.

The first one you would have run into would have been men's basketball coach Trent Johnson. You had barely gotten your feet wet here when he left, hadn't you?

I remember having a conversation with him at the sweet sixteen—it was when Utah was approaching him—and I wasn't even on board

2. The Kennedy Index ranks higher education institutions according to their compliance with Title IX. The University of Nevada, Reno, was ranked first in the index for two years in a row as of the publication of this volume.

yet. I asked him if he was serious about the Utah job, and he said he was looking at it, but he really felt in his heart that he wouldn't leave unless it was for his dream job at Stanford.

A few weeks later I heard that Mike Montgomery (from Stanford) had left to be the Nuggets coach. Trent Johnson got the Stanford job, but fortunately, we had somebody to look at internally who I actually happened to observe in my interview. In the short time I was here I had the opportunity to talk with him and learn more about him, and so Mark Fox was my first hire; and it was a good one. I think that was within three weeks after I got here.

Some of the other coaching changes included include Kurt Richter [women's tennis] and Curt Kraft [women's track and field]. Were those early on?

Curt Kraft's situation was a personnel issue that had begun the February before I got here. That change was going to happen regardless of my hiring.

Kurt Richter (women's tennis) and Ryan Johnston [men's tennis] oversaw programs that had not made progress in many years. They made the decision to move in a different direction professionally.

Philosophically, I believe whenever I renew an existing contract, I, in effect, am hiring those people. I feel very fortunate to come in where there is a solid core of people in the department. The majority of the staff was either from Reno or had graduated from the University of Nevada.

I hadn't really thought about how many people in the athletics program are homegrown.

Many are from this area. Hey, Reno is a beautiful place so I understand their desire to work here. As positions have opened, I have tried to integrate the current staff with people from other experiences.

I know that there have been difficult issues lately with the soccer program [with coach Terri Patraw

having recently been let go]. Rather than talk about the personnel issues per se, how do you think the changeover and the timing has affected the soccer team, if it did, how has the team handled it, and how has the new coach fit in?

He decision to make a change was a necessary one and the best decision for our department. Given what I know today, I would make the same decision if I had to do it all over again. The transition was tough for obvious reasons but it has settled down now.

Getting away from hiring and personnel to issues of documentation and compliance, I know that the university has to keep paperwork for NCAA certification and Title IX compliance. How involved do you have to be in that process? Or since there is more of an infrastructure now, is it not something that you have to be as hands-on with?

I am very much involved with our program when it comes to academics and compliance. Our support units in that area do not report to athletics; however, I am copied on all pertinent information. There are many checks and balances within our program and the same is true with the compliance and academic programs.

Regarding Title IX, we typically hire an outside source to come in and evaluate our program for NCAA purposes.

As far as fundraising and publicity goes, are there challenges with women's sports that you see?

Yes, there are. Our local newspaper do not see much value in reporting on our women's programs, and that is more typical than not. It's sad. Regarding TV, we would have an opportunity to get some of our women's sports on TV but the conference deal is not one that encourages that opportunity.

It has become easier to fundraise for our women's programs because of recent success and because of donors like Dixie May. Dixie has led the way by donating millions of dollars to our athletics program and the majority of

those dollars have been earmarked for women's scholarships.

Joe Crowley talked about having grown up in Iowa, where they always had the girls' championships at the state level and more people would go to those sometimes than to the boy's championships.

Iowa has had outstanding girl's high school and women intercollegiate sports. And yet, they have challenges as well. Joe is right, Iowa had great girls basketball championships---but did not get the support they so deserved. It gets better every day. We have to keep working at it.

What role do you think Pack PAWS plays in issues of support and visibility with women's athletics?

Pack Paws has been the foundation for our women's athletics program. Their persistence in

making sure that there are equitable opportunities for women has been admirable.

We've interviewed a number of Pack PAWS members in the course of this, and it sounds like there's conflict within the organization about what they think they should be doing next.

In order for organizations to be successful, they need to recognize when it's time for change. In my opinion, and that of others, it was time for change. To determine the future direction, we brought in a facilitator and invited all who have ever been involved with the organization. We had an engaged and productive retreat and outlined the goals for Pack PAWS. The people who were involved were happy with the outcome. As it is with most things, the people who chose not to come sat back and criticized the outcome. That serves no purpose, in my opinion.



The Marguerite Wattis Petersen Foundation Athletic Academic Center

What have been some of the promotional things that you think have worked best since you've been here?

For women athletics, it would be Girls and Women in Sport Day—this is an annual event that engages the community youth with our women athletes. It's been well attended and meets the objectives of the event.

Shortly after I arrived at Nevada, we developed Wolf Pack Sports Properties. WPSP services the promotional needs of the entire program. It is a culmination of television, radio, advertising and social media. The coordination of WPSP affords opportunities for all of our sports. It specifically has opened many promotional opportunities for our women's programs. Now, some of our women's programs are on TV, radio, and have coordinated promotional days for their sports.

What are some of the things now that are under development in the Athletics Department here?

We are about to launch a fund raising campaign for our programs which includes raising funds for our daily operations and facility needs. Developing new revenue sources is critical to meet the needs of a growing competitive program.

Besides some of the personnel issues we've talked about, what have been some of the biggest challenges that you've run into here at Nevada?

Clearly, the current funding and long term funding of athletics was not clear to me when I arrived. Developing sound fiscal practices and identifying consistent revenue sources became top priority. Athletics is a function, just like any academic department on campus and should be treated as such. If we are expected to follow all of the same procedures as other units on campus, then the campus must embrace intercollegiate athletics in the same way when it comes to support and funding. That is not the case at this point.

The other challenge is finding a conference that makes sense for our University.

What are some of the things you've been proudest of since you've been here in Nevada?

I am most proud of the people who I work with—the coaches, staff and student-athletes. They have been a part of the overall plan for our athletics program and they work the plan. For their efforts, we have become one of the most competitive programs in the WAC and have increased our academic performance annually.

You have been in athletic administration for most of your career. What kinds of changes have you seen on the national and regional levels with women's athletics during that time?

The biggest change is the opportunities that are available for the women. Most universities are offering their women the same opportunities that have been afforded to the men for years. Don't get me wrong, there are still challenges, but it is much better. Interestingly enough, most women (or men) athletes do not understand Title IX or the challenges that preceded them.

The other change would be the money that is expended in college athletics today—the multimillion dollar coaches, the lavish facilities, the excess. Athletics has clearly wandered from the traditional mission of higher education. The presidents have allowed many programs to get out of hand and have turned a blind eye to the outrageous spending in athletics.

If they aren't aware of it, then maybe that means it's been successful?

That's one way of looking at it. I think that it's been successful enough to be overlooked and misunderstood.

JEAN PERRY

Jean Perry: I was born in 1950 in Richland, Washington. When I was very little my folks moved to a town called Jeffersonville in southern Indiana; it's like a suburb of Louisville, Kentucky, actually. If I'd had the option I wouldn't have gone with them, but they didn't really put that to a family vote. So, I grew up there, where there were very few, in fact, almost no opportunities in the high school for girls' athletics, but, fortunately, I had a supportive family, so I did some of that.

I got out of Jeffersonville as soon as I could, and I went to Miami University in Oxford, Ohio. After graduating in four years I went to the University of Illinois where I got my master's and my PhD, and then I was asked to stay on for five years as associate dean of the College of Applied Life Studies. I could easily have stayed there; I loved it, but I didn't like the Midwest, and I kept telling them if they would open a Western campus I would be the first to sign up, but I couldn't get them to do that.

I had an opportunity at San Francisco State University in 1981 and went there as the department chair of a department that included intercollegiate athletics. I stayed there for nine years, and then in 1990 I came to the University of Nevada where I was the founding dean of a college that was then called Human and Community

Sciences—it's now Health and Human Sciences—and I did that for fifteen and a half years. In January of 2006 I became Special Assistant to the President for Athletics Academics and Compliance, and the faculty athletics representative, and that is the position I hold now.

Mary Larson: Let's go back to when you were younger. You mentioned that there weren't too many opportunities for girls' athletics in the schools at that point, but I know you were involved.

There were some places where girls did have some opportunities in the schools, but I didn't. I did have a very supportive family, and my dad, in particular, recognized at an early age that I had pretty developed athletic abilities and wanted to make sure I had opportunities to go with those. Girls couldn't play Little League back then even; there were just no opportunities to speak of.

My dad had done a little investigation and found that there was a league in Louisville that was for much, much older people, but asked if they would be willing to let me try out. At the age of ten I did try out and made the team, and by the age of fourteen we went to our first world tournament in Omaha, Nebraska. It was the first time I had ever traveled without my parents and on a team bus.



Jean Perry

The youngest women, besides myself, were maybe a couple who were college age. Most were beyond that even; they were mid-twenties, career-aged people. It was really a phenomenal opportunity and, I think, a lot of foresight on the part of my parents to say, "If that's what her strength is, we'll let her see if she can develop it."

I played with them until I was eighteen, and the last world tournament that I was in was actually in Cincinnati the weekend before I started college in 1968, so I played the last game. We came in fifth in the world, and I was named a National All-Star. The next morning my parents picked me up at the hotel room and drove me north to Miami, dropped me off, and I started college. That was the end of my softball career, because Miami didn't have a softball team.

Were these teams sponsored by local businesses?

They were, and in my case it was sponsored by a women's professional organization, the BPW, Business and Professional Women, which was a

pretty prominent service club in the area at the time.

Did they sponsor the whole league or just a particular team?

No, they just sponsored our team; they bought the uniforms, and they helped a little bit with travel expenses, but basically we had to raise money to travel. I played with them for eight years, from age ten until I was eighteen, and I enjoyed it very much. It was a great opportunity.

Did you have gym class in school?

We had one year of required physical education. In my opinion at the time, I didn't think it was very good, and looking back with three degrees in kinesiology, I now *know* it wasn't very good, but it was the best they could do at the time. We were a little school; the community is about 25,000 people. It was the one high school, and it was classic—what there was, was for the boys, when it came to athletics, which was pretty common back then. There just really wasn't very much for the girls.

Was the gym teacher the same for the men and the women

No, we had a female gym teacher; she just did the best she could with what she had. We had uniforms; they were lovely. [laughter] I believe we had gotten quite progressive; we actually had shorts and a t-shirt or something like that, which was pretty uncommon back then. When I started officiating basketball, though, they were still wearing skirts to not only officiate basketball, but to play basketball. Those were like the one piece pinafore-looking outfits. They weren't bloomers, but they were certainly the next level. Well, the whole idea was to keep you feeling female, so that you wouldn't get too rowdy, and you wouldn't sweat too much, and you certainly wouldn't have any physical contact. This was all considered to be no aggressive behavior or play, of course.

You mentioned officiating, and that was something else you started in high school?

Actually, my mother got me into that; she was an official. My mother has a bachelor's degree, which is not common for people in her era, but she had to quit teaching when she got married. Back then, if you were married you couldn't teach, so she had the family, but she was educated and wanted to do things, so she started volunteering her time and stumbled into this idea of officiating girls' basketball. It only paid five or ten dollars; it didn't help much, but it helped with the family finances a little, and it was something she could do to get her out of the house, and she could take me with her. I was about five, and I would go and sit on some high school kid's lap, which I just thought was wonderful, and they would kind of babysit me while mom did the game. She would buy me Coke at halftime. Then, after the game we would go home, and she would talk about it; she just loved it so much. I think that's what got me into it.

I got to see a lot of basketball, and I got to see women being active and my mother making an effort to get out of the home and do some things to use her interests and abilities to earn some money. I just fell into it naturally; it was really clear that they needed more women to do that, so Mom asked if I'd like to start studying for the test and really get to know the rules. So, at seventeen, after studying for a couple years and doing low-level games, I did test at the national level, which was the way they rated officials back then in women's athletics. You could have a local license, basically, all the way up to a national license, which meant you could do any game, any place, any time, including intercollegiate games.

They didn't have a lot of opportunities back then, but what they had they tended to give to women. Women's athletics were women oriented—you had women coaches; you had women officials—a little different from what it is now, of course. When there was no money in it, they were glad to have the women do it. [laughter]

So, I was able to supplement my college days a little bit even into grad school as a way to just

make a little extra money along the way and keep involved and be able to continue to be athletic, even though I wasn't playing after I got out of college.

You said you went to Miami. What sports did you participate in in college?

At Miami I was a three-sport athlete, which is what athletic women could do back then. We didn't have scholarships, so we didn't have to make a year-round commitment to the sport that gave us the scholarship. That was one of the benefits, but the disadvantage, of course, is we had pay for our own education. But the benefit was that we could do the multiple sports if we had the ability and the interest. I played field hockey in the fall—even though I didn't know what the sport was until I started playing it. I played basketball in the winter and played tennis in the spring.

What other sports did they have available for women at that time?

I really can't tell you. They had a volleyball team, I know, and they started a softball team after I left. They were starting a golf team as I was leaving, and I played fairly high level golf, so I could have probably done that. In fact, I really had to choose between trying to be a professional golfer or going to college. I had chosen to go to college, so I don't know if I would have done college golf or not, because I had pretty much made the decision to leave that behind.

Do you want to talk a little bit about the golf, because if there was the potential to go pro it was obviously something?

There was, and I had a sponsor, actually. I was a natural golfer, and golf is a very uncommon swing. People are frustrated by it and curse the game every time they play, even the good golfers, but I was very fortunate. I was one of these people—I just picked up a golf club, and I could hit it a mile, and I could hit it straight almost every time. I was the kind of person that when we'd go

out on the golf course—my dad would take me out to play after work—guys would go by, men his age, and just stop and watch me swing. They would say, “You have a beautiful swing.”

A few of the guys who watched me would start talking about whether there was a possibility for me to perhaps make it as a pro. So, one of dad's friends from Louisville had started hearing about me a little bit and asked if he could come over and watch me play. He offered to sponsor me to try to make it on the pro tour, but I was seventeen at the time and would have had to move to Florida where I had no family, friends, relatives, or anything else. I would have been basically down there at a pretty young age without really knowing what my prospects were. There just wasn't the money in it then that there is now; even if I had made it I'm not sure where I would have been. Patty Sheehan is about ten or fifteen years younger than I am; by the time she got there, there was not the money there is now, but she could make a very good living doing it. Of course, she was tops in the world, so that helped, too.

But I just didn't see that that was the right thing, and I would have had to not go to college—I had always assumed I would—so I decided not to take advantage of the opportunity. And who knows, I might have made it, might not have. The sad thing to me was that I was in that position that I had to choose college *or* sport; a boy wouldn't have had to make that decision. A boy would have been able to go almost any place on a scholarship in whatever sport he was good at and could have combined trying to be the best in his sport as well as go to college. Girls just couldn't back then.

When you were playing golf, were there local tournaments that you could get involved in? Were they coed?

Yes, but not coed. They didn't have anything for little girls; I just had to compete against the adult women again, the ladies. They designated it by flight, so they had A flight, B flight, and C flight, and I was always in A flight, of course. But there were never any coed opportunities; I don't remember any young boys being out on the

course, frankly. Again, it was mostly my family; they were sports oriented, and they enjoyed it. I used to caddy for them, and then, all of a sudden, I started swinging a club, and they were like, “Oh, hello there. Maybe this is another way to go.” [laughter]

Well, I was going to say, swinging a bat with softball and swinging a golf club, you probably had the mechanics.

I had the mechanics, and I had upper body strength. Back then you didn't weight train or anything like that. It was basically natural raw ability, and you either had it, or you didn't. There wasn't much trying to develop it, but I had it, and I loved it, and that's a nice combination.

Now, back in college, were any of the women's sports recruiting, at all? How did they let people know? Did they put up posters in the dorms?

No, not at all. That's an excellent question, Mary, and I can't think back that far. I was always hanging out at the gym; I had gotten some employment there. I was a physical education major, and it was something that I looked for, because I wanted to be active. I don't remember that there was even on-campus recruiting; there certainly wasn't any off-campus recruiting. It was more an assumption that if you were interested, you would find it.

What were your first impressions of the women's sports when you got to Miami?

Actually, I went to Miami in large part because that was the only campus that I visited where the women's athletic facility was nicer than the men's. They had the men in the old gym, and it had the tradition; it was at the north end of campus, up where the football field was. The women were at the south end of campus, and they had just built this beautiful new facility with science labs, which was not that common back then. That was a relatively new thing, where they were starting to apply the science of human movement, not

just coaching and teaching. They had a beautiful natatorium with two-story, floor-to-ceiling glass that was just spectacular, and they had phenomenal athletic fields that were all devoted to women.

Back then, men's and women's were separate; even the academic physical education was separate. There was the men's program, which was teaching and coaching, and the women's program, which was teaching and science. I was interested in the science of human movement, so it was just a natural for me. They really did follow through with good opportunities for women. I have no idea what their budget was; I have no idea what their constraints were, but we traveled, and in my mind we had a better education than the men at the time did, because they were being prepared for just teaching and coaching. If they happened to fall into those jobs, great, but if they didn't, I'm not sure what they fell back on.

And you were getting the scientific end of things.

Absolutely, which was the direction the whole field was going, no question about it. It really put me in a position to get the job at San Francisco State in 1981, which was when they first combined the men and women into one department. As a female I was able to have the understanding of the science aspect that, I think, made me an attractive candidate, whereas most women back then might not have been.

It sounds like Miami had a very different set up from most of the campuses. You said that there was money for travelling and so on. Did it seem like there was parity with what was going on with the men's teams?

I doubt that there was, but we didn't really pay too much attention to that. We were glad for what we had. This was just the beginning of the women's movement, and we had been always raised, "Well, it's just the way it is."

I had an older brother, and I would always ask, "How come he gets to?"

It was the classic younger child's complaint, but the answer was never because he was a boy; the answer was, "He's older."

My mother was very progressive, and my dad was very progressive, so I didn't really grow up feeling too much discrimination. If it's not pointed out to you, and it's what you've only known, you don't necessarily get that sense of, "Hey, wait a minute. How come they get to do that?" It's not until you start looking around and get a little older and start having some people who have pointed out the disadvantages as they looked back and started really making paths for you and the people following you, that you start to realize that it could be different.

When you were traveling, did you have overnight stays?

Yes. We traveled either on a bus or in motor-pool cars; they didn't have vans back then, but they were like station wagons. So, you would load as many people as you could in that. We certainly didn't do a lot of overnights, but we did have some opportunities to do that.

Were you wedged into a room like sardines when you went?

We slept four to a room, which men would never have done. That was just, again, some of the era; our women now certainly don't sleep four to a room. It was OK for girls to sleep in the same bed; it wasn't OK for boys to sleep in the same bed.

What would you say the general philosophy was at that point in time, at least at Miami, regarding women's athletics?

Well, it certainly wasn't viewed as a career opportunity; it was more the reality that it did have social benefits. If you were doing sports, then you weren't doing things that were perhaps negative things; it kept you out of trouble. There was a sense of the health and fitness benefits, in part, because Miami did have the science aspect to it, probably more than most. We were starting to get into the

lifelong activity concept, even in terms of people who wanted to teach physical education. It wasn't so much the roll out the ball, play dodge ball and basketball, get the medicine ball. It was what can you teach these high school, or even elementary kids, that will stay with them for life and help them to stay active for life?

We didn't have the obesity problem in children back then that we do now, but it certainly was the precursor to that, "Let's not let people become idle." Let's give them bowling, archery, golf, tennis, and things that they might very well do, and that they don't necessarily need a team around them to do, that might fit better in the lifestyle that adults tend to have, which usually is non-team oriented.

It sounds like it was a pretty accepting environment for women in athletics there.

I think it was. We had a couple of classes where they combined the men and women, and we would have the football players in the class, but we didn't get any sense that they got preferential treatment. People knew them, but knew them mostly because they were a lot bigger than everybody else. They were expected to do the same work; there wasn't a sense of their having any special privilege. The fact that they were on scholarship didn't really get talked about. Again, I think that was just kind of the way it was, and people didn't really question that.

Was there any stigma that you saw in college with being a female athlete?

I didn't, but that's probably just the people that I hung around with; they were all athletes, too. I hadn't had the stigma all my life, so I wasn't looking for it. I'm sure it was there, but it just was not something that I had any particular awareness of.

Once you graduated from college, you went to grad school?

I went straight to my master's degree, and that was uncommon back then. In fact, many of my

professors talked with me about whether that was a good decision and then encouraged me to do that. In one of my exercise science classes I had written a senior paper, and they pulled me aside and said, "You know, this is a master's thesis, and if you want to, you could easily go to grad school. Most people in your field don't, but if you look around, and you're interested, we would support you."

So, I had the full support of the faculty, and, frankly, a lot of jealousy among other seniors, because the job market wasn't that great then. It was, "You know what you're going to do, and you've got an assistantship, so you can at least support yourself, and we don't even know if we can get jobs or not." But it was the right thing for me, and I've never looked back. My goal in life was not to be an elementary or high school PE teacher, so it absolutely was the right thing for me, although it wouldn't have been for everybody.

You were at the University of Illinois, Urbana. Which department were you in there?

I was in what they called the Department of Physical Education then; it's now a Department of Kinesiology. I was there in a one-year master's program on assistantship in the thesis track, which many people spent two years doing, but I stayed committed. I was in a hurry, I guess. [laughter] I don't know where I was going, but I was in a real hurry back then. I was having to teach four activity courses a semester, plus take four courses a semester, and write the thesis. I just have always worked hard, and it never occurred to me that that was kind of a heavy load. It was my job, so it was fun to do.

In the fall, after they had gotten to know me, they pulled me aside—they had looked at my CV—and said, "You know, you have quite a softball background here, and we need a softball coach. Would you be interested in being our head softball coach?"

This was my first year, and I had just gotten there. I said, "Yes, that would be fabulous. I'd love to do that." Now, I had never played college softball, so I really didn't know how to coach. I'd

never coached; I played. I'd never even played in college, so this was all kind of like, "Why are they asking me?" but I wasn't going to say no. It never occurred to me to say no. Then I discovered that that would only replace one activity class, so in the spring I taught three activity classes instead of four, was the head coach of the intercollegiate softball team, and still tried to finish my thesis, which I was able to do. Actually, my thesis advisor got very ill and was going to be gone for the summer, so, all of a sudden, she informed me I'd have to have it done by May, not August, and so I got it done by May.

We actually had a very good team; we traveled. We didn't have buses, so we had to take motor-pool station wagons, and it required two for our size team. In addition to coaching, I had to drive one of the cars, and I had to find someone else to drive the other car, and then, of course, had to make sure everybody was where they were supposed be. We did have somebody make our hotel reservations for us, but all of the other logistics I had to do. We didn't have trainers back then, so if somebody got hurt I had to take care of that. We didn't have field personnel, so we had to go out and take care of the field. Again, it was just what you did, and I wouldn't trade it for the world. It was just a fabulous opportunity.

What kind of budget did you have at that point?

I don't even know. They never gave me a budget; I didn't really have to worry with that. What I know is that the entire women's intercollegiate operating budget was \$5,000. That was 1972-1973, so it was the year Title IX was passed. Now, that seems like I must be missing a couple of zeros, but that was thirty-five years ago. \$5,000 was not great, but it was enough that you could get two motor-pool station wagons, drive to wherever you had to go, spend one night—with four to a room—then drive back again, and feed the kids on the road.

In 1973 Illinois was very aware that Title IX had passed, and they did what most of the intercollegiate institutions did, which was to really reassess their women's athletics programs, and

they pumped the budget quite a bit. They raised it, in my memory, up to \$83,000, which was a *huge* increase. In the process they decided to drop two teams that had a lot of student-athletes, just because of the expense. What they wanted to do was focus that additional money on fewer sports, so that they could progress more quickly, and they dropped softball.

They had volleyball, basketball, field hockey, and softball. They had a very strong men's gymnastics program then, so I'm guessing they had women's gymnastics. They had some female Olympians from Illinois, but I don't remember the era; I'm guessing they were still competing when I was there. Probably, they had many others, but I just didn't really have time to get too involved in that.

They got rid of softball and field hockey, two of the large-roster sports; they had a grad-assistant coach, and they didn't have great facilities. It was not a bad decision at all, and they have now reinstituted softball.

They cut back on those two sports so that they could put more money into the other women's sports to make them more competitive?

That's what they said, and I believe that. I wasn't high up in the Athletics Department then, so I wasn't in a position to be involved in any of those discussions, but it does make some sense, looking back.

Was there other involvement that you had with the Athletics Department while you were in grad school?

While I was in grad school that was pretty much it; I really didn't have time. When I got out of grad school I did stay on as associate dean. The associate deans at the time made decisions about special admits and whether to allow a student-athlete to change majors, that sort of thing, so I got involved with more of the high profile coaches then. I really started to realize, sadly, how some of those big institutions really weren't looking out for the best interests of the students themselves.

We had some young men who had no business being in college; it was just so clear that they had not had the high school preparation to make them able to compete at a Big Ten research university. They were never going to be successful at our kind of institution, but they were very good athletes. The advantage that I had was looking at the women's experience in the old AIAW and the commitment that they made to making sure that the students came first, and that students actually had rights. They tried to learn from the mistakes of the men; they tried to see what the men had done, "What's good, let's emulate, and what's bad, let's change."

Everything would still have been under the AIAW at this time?

All of the women's athletics was under AIAW all through the 1970s—that's exactly right. It was really a fantastic experiment; the women who were doing it didn't view it as an experiment by any means, and some dear friends of mine today—a tear still comes to their eyes when they think about what could have been.

My understanding was that there were two competing philosophies within the AIAW towards the end.

Well, that is true. The people who started the AIAW around 1971 or 1972 really were of the old women's physical education philosophy that there needed to be students' rights; that intercollegiate athletics should be more focused on the development of the student, not on bringing in money for the institution. It wasn't a business model; it was more a human development model. The AIAW existed for nine or ten years, and toward the end it became very clear that they had to have a business model. The way to succeed, to get support, and to get money into your program so that you could continue to develop, was to get television contracts. And the way to get television contracts was to have a product that people wanted to televise and therefore watch, and that advertisers wanted to pay for.

They really had an excellent opportunity, particularly with the women's basketball championships, to sell a product, and they did indeed go out and negotiate, in my memory, a million-dollar contract. It seems like chump change now, but it was huge back then. And I think that is when the NCAA—who had always said, "We have nothing to do with this; it's not a good product; they're not even good athletes," because the NCAA was a men's club—all of a sudden they looked at that million-dollar contract, and they thought, "Gosh, there is money in women's athletics."

So, that put the AIAW women in that bind of, "How hard do we push on the business end to try to continue to develop our product, so that the NCAA doesn't take it over? And do we do that at the expense of our basic originating philosophy?" which was that we weren't going to go down the route that the men had gone down.

Then the NCAA ended up suing them to get the right to be able to offer women's championships, and actually accused the AIAW of a monopoly on women's athletics, because they would not let the men take over women's championships, even though the men had expressed no interest in it and would not have done it on their own. So, they ended up losing to the NCAA; they simply couldn't compete with that power and that money.

What year would that million-dollar contract for women's basketball have been—the late 1970s?

The million-dollar contract was round 1979-1981 with CBS, I believe. You may want to check the facts, but it was one of the big three, because we didn't have cable, and I don't think FOX even existed then.

Once you left grad school your next position was at San Francisco State. What can you tell me about that? Was that a pretty high-powered position?

It was. San Francisco State was a more teaching-oriented institution than the University of Illinois, which was a research-oriented

institution. It had an athletics department that was Division II; whereas, I was used to Big Ten sports, now we had a Division II program which was non-scholarship. We had twenty-four sports, which was a phenomenally large number of sports. All of the coaches worked for me—I was the chair of the Physical Education Department—and the athletic director reported to me. Most of the coaches worked half time as coach and half time teaching for me, so it was an improvement over my graduate assistantship, but not by a lot. We actually had some very high-powered coaches; we had two that were assistant football coaches for me that have gone on to be head coaches in the NFL today. One was the head coach at Arizona State; he's now at the University of Miami.

Considering where we were located, where we had two Pac-10 schools, and we had other Division I programs around us, we were actually able to have a very good educationally-oriented athletics program. Division II programs are for the student-athletes who really don't have any opportunity to go pro or anything like that; the difference between Division II and Division I is that the Division II athletes know that, and they don't come with the intent of going pro. So, they were all students, and they all studied, and they all had majors, but they did this because they loved it, and they wanted the higher-level participation opportunities.

Who were the two coaches? Do you remember their names offhand?

I certainly do. One was Mike Holmgren, who was recruited by Bill Walsh to be the quarterback's coach of the San Francisco 49ers. He coached Joe Montana, and they won four Super Bowls while I was in San Francisco; it was a lot of fun. He was hired to go to Green Bay, and he was the coach of Brett Favre—they won a Super Bowl—and he is now the head coach of the Seattle Seahawks. When Mike Holmgren went to Green Bay, he hired one of our assistant coaches, who he had worked with, by the name of Andy Reid, and Andy is now the head coach of the Philadelphia Eagles. Mike I would have predicted, but Andy, never in a

million years. Mike was a star, you could just tell he was, but I never would have thought Andy was going to make it. Mike sold hot dogs. I mean, it was that kind of a program; if you wanted to have shoulder pads, then you might have to sell hot dogs. He did everything I could ask him to do; he was not arrogant at all, but clearly very smart. When I look back, it really was impressive.

Did you meet any resistance being a woman in that position?

Surprisingly, I didn't. Again, I've been very fortunate in my life; it's not to say that I didn't experience discrimination—I have and I do—but people seem to have a willingness to let my work speak for itself. I don't know what discussions went on before they hired me, of course; I was not on the search committee. I was living in Illinois at the time, so I don't know if that was controversial. The departments had just merged not very long before that, and they had some very strong women on the faculty, and I suspect that whatever battles there were got fought before I got there.

It was San Francisco. I had the support of the provost; in fact, they had interviewed seven people for the position, and I was the last one to come in. When I met with the provost he said, "I can't tell you how many people they have paraded by me, and you're the only administrator that they've brought in." So, I had his support, and I did have administrative experience, of course—my doctorate is in administrative theory. So, I think I was seen more as a person who had the administrative abilities that they needed for a very large, complex department; and the gender, I think, was less relevant than it might have been under other circumstances. I had sports experience and administrative experience; I had walked the walk.

Earlier, you mentioned that, when it came down to trying to achieve equity, football was the problem as with most colleges and universities.

Even at a Division II school, it just ate up my budget. There is a standing joke—it's so old that

others may have already told it to you—that there are three genders in athletics: male, female, and football—and it's really true.

In fact, in the 1980s, there were some people on the men's side who were trying to get football exempted from Title IX. It was so expensive and such a large squad size that we would have equity if we just discarded football from the equation. Now, they didn't want to discard football—they wanted football—they just didn't want it to count in terms of whether you have an equitable program or not. Of course, the women fought that quite strongly and won, as they should have.

There were many lawsuits starting back then. I had been quite active nationally; I had been elected the president of the National Association of Girls and Women in Sport, so I had some visibility and had quite a few law firms calling. I was not the athletic director, but there were not female athletic directors, and I was about as close as you could find, because it was one of the places where the A.D. did report to a woman. So, they just assumed that if there was going to be an equitable program it must be mine, but in honesty I could not tell them that it was because of football. We had just way too many guys, and it cost way too much money, without even having scholarships; that was just operating.

We did make some major strides, though. I was very aware of gender equity and made the department aware of that. I would always try to hire women as women coaches and men as men coaches. Now, for soccer we had one coach for the men and women, and that's unheard of; soccer is a full-time coaching position, and we had two large squads but could only afford one person, so I gave him, in this case, an assistant, and I insisted and got my department to put in a policy that whatever gender the head coach is, if they are coaching the opposite gender, then their assistant must be of the opposite gender. So, it was a way to develop some women, give them the opportunities to become head coaches down the road maybe.

There wasn't that feeder system, and soccer was a prime example—America didn't play soccer back then. That policy actually became

a policy statement of the National Association of Girls and Women in Sport as one of the ways that people who didn't know how to bring about gender equity might be able to start to move in the right direction.

What we were discovering back then was that there was the law. Everybody knew there was the law. It had been put into place in 1972 to be fully implemented by 1976. Here it was the mid-1980s, and it was nowhere close to fully implemented. It was barely even talked about, and we found that a lot of people just didn't even know where to begin. It was overwhelming, and they didn't really want change. The people who ran the programs were men, and they were quite happy with their programs; they thought they had developed good programs, and many of them had. They were just programs for men, and they didn't want to start programs for women. They certainly didn't want to carve out existing budgets to start taking away from the men and giving to the women.

There was no new money for this. There was just a law now that said you had to play fair, but no advice on how to do it. The law is actually very simple; it's basically a one sentence thing, "Be fair." But how you do that is the hard part, and that is why in 2007 we still don't have a lot of programs that are in compliance, and we've struggled to come up with different ways of determining what is equitable, and we will probably continue to struggle. We were overcoming a long, long, long history that people loved and were proud of, and it was a tradition that the university had embraced and the alums had embraced, and it didn't include women.

Do you think that is because so many universities didn't include women at all in the early years, so as traditions built up they built up around men?

I suspect that is certainly part of it.

I don't know what the case was on the West Coast; on the East Coast I think that might have been the case, but by the time things were starting out here it may have been more coeducational.

The West didn't have a lot of single-gender schools; there certainly were some, but they didn't have as many. Of course, they started later, too. Harvard started in 1636, as I remember, and even Nevada started in 1874, so there's a big difference there, but you're hitting on something that certainly would be worthy of a little extra thought. More than anything, though, I think it was just that sense that sports weren't for girls; it was just not what ladies did. Women in the early 1900s didn't run around in pantsuits; they didn't wear shorts. We have a classic photo here at Nevada that shows a "99" on their shirts; it's a group of women holding basketballs, so I am guessing it's the 1899 basketball team, and they are in their skirts.

It was either 1898 or 1899, and I think they were responsible for the university's first intercollegiate athletic win. I think they played Stanford.

And won 3-2 or something like that. [laughter]
It was an exciting offensive game.

It was half-court, and you weren't allowed to dribble back then.

That's absolutely right; I played half-court limited dribble, and I'm not that old—that was in the 1950s.

Were there dress codes anyplace that you recall with faculty and staff for the women versus the men?

When I was in college it was always talked about; there was the sense that they didn't want to look like a gym teacher outside of the gym. When they went to the cafeteria they'd grab one of those wrap-around skirts—they were great for gym teachers—but, "Don't go out in your shorts." In the late 1960s and 1970s they didn't go out in their shorts, not in the school, because the female teachers then always wore skirts and dresses, so they needed to look like a woman teacher, not look like a man, not look like an "other." They wanted to be viewed as comparable to other teachers.

Now, going back to my mother, when she was in college in the 1930s, she wore an oxford cloth shirt and was sent back to her dorm to change, because it was too "manly" in the opinion of one of the female faculty members. There really was that sense that you needed to look and be ladylike. There was never an expression of why, but it was certainly there, and it was pervasive.

I bring this up because in an earlier interview someone had said that when they were hiring a female coach the word went out ahead of time that you were expected to wear a skirt to this interview, because if you showed up in pants you just weren't going to be considered.

I'm sure that's true. I know when I was at Illinois getting ready to interview at San Francisco State and interviewing other places around the country, it was very important to me that I was viewed as able to get along with men and women. There was just such a divide socially in the country; feminism was coming to the fore, and I certainly considered myself a feminist and was doing everything I could to fight for women's rights, not just on the sports field, but in other places as well, but I was wise enough to know, even at a relatively young age, that I needed to be viewed—in order to be successful in my field—as able to get along with men and women.

When you were at San Francisco State, what would you say was the operating philosophy on women in athletics—and maybe on a national level, too, because at that point you were involved with the NAGWS, National Association of Girls and Women in Sports?

Ours at San Francisco State was to be as equitable as possible; we tried to hire the best coaches that we could for the women and for the men. If we had a men's soccer team, we would have a women's soccer team. When I first got there, somebody had decided that, because we bought jockstraps for the men, we needed to buy bras for the women, but the women wanted nothing to do with that. "What am I going to do with

these cases of bras now, that nobody will wear?" [laughter] It was a good intent; whatever is good for the men, we should do for the women. We were not a powerhouse; we were not going to be a powerhouse, so we didn't ascribe to that.

Nationally, there were some programs that really started to figure out that while they had never been all that successful in men's sports—or maybe if they had it had been a long time—they might be able to get on the national stage with women's sports. So, you see some of the little schools like Delta State in Mississippi, Immaculata in Pennsylvania, Old Dominion in Virginia, and Northwestern—which had kind of been the bottom of the Big Ten for years in men's sports—decided that for not too much money, because the talent pool was pretty shallow, that they could bring in a couple of people and a good coach, and they could make it to the top. Now, that has really changed; we see a lot more parity in the women's games across the board now than we did back then, but, again, we're talking the early to mid 1970s.

At San Francisco State, what women's sports were there?

We had the same number of men's sports as we had women's sports: soccer, volleyball, track and field, basketball, tennis, softball, swimming. I'm forgetting some; we didn't do golf.

That's quite a number of sports, especially for a Division II school.

It was a lot of sports to keep up, but it was the right thing to do. We only had one facility, one big gym, and we had to work out a lot of negotiations. We had to teach all of our activity classes, and we offered more sections of those classes than anything on campus. We had more of that than English classes, because we just believed in a broad-based program. We had intramurals, and then we had intercollegiate.

Oh, we had women's gymnastics for a while, but we did drop it halfway into my tenure there; it

was liability and space. One of the problems was going to the springboard floor, which was very important in terms of safety, but it meant you couldn't just go out on a gym floor. We didn't have any place that we could put up a springboard floor of that size and leave it, because we couldn't do anything else once we put that up. Our coach was having to, literally, put it up everyday, take it down, move out the parallel bars, move out the beam from the closet, and set up a trampoline—it was just horrendous. Then, the kids started throwing some pretty sophisticated tricks, too. The more advanced gymnastics became the more liability institutions were taking on. Many institutions across the country decided that they needed to leave that for the clubs and the high-level coaches, because it just wasn't something that they could do safely. This was probably throughout the 1980s, and they also stopped using trampolines for cheerleaders back then. They used to bring out little mini trampolines at halftime. They don't do that anymore because of the liability.

Although, with some of the other things cheer squads are doing, you wonder if the mini trampoline maybe wasn't a better idea.

Exactly. Some of the pyramids and the throws—if I were responsible I wouldn't allow it. And they are talented athletes; they are trained; they are good at what they do, but why ask for an accident to happen?

Let's go into the National Association of Girls and Women in Sports in a little more depth. You were president of that organization which years?

I was president 1983-1984. It is an institution that in 1985, I believe, celebrated its hundredth anniversary, and it has gone through various name changes, but it is the oldest national institution dealing with girls' and women's sport in the country. It started on the East Coast someplace, and it tells you that there has been a history in this country. It just hasn't been as visible as the men's history.

What were some of the issues that were going on with that association when you were involved?

The big issue when I was president was the transition from the AIAW years to the NCAA offering women's championships. Many of the women who were in AIAW were members of NAGWS. In fact, there are a few people who have been president of both AIAW and NAGWS, and those are people whose oral history I wish you could take—such rich, rich lives that they've led. NAGWS had always published the rule book for women's basketball. We published twenty some rule books in everything from lacrosse to women's water polo. We wrote the rule books for years and years, and that was a huge money maker for us. Every official needed to buy a rule book, and every coach needed to have a rule book. They were just little paperback publications, but they were wonderful, and they were the official rules of whatever sport it was.

The men, when they took over the championships, wanted to produce the rules. I don't blame them; had I been in their position I would have done the same thing. It was not only our tradition, but it was our economics; it was cash flow. Women's basketball was the big one, because it really was growing and developing so quickly.

My understanding is that even places that didn't have other women's sports, or girls' sports in high school, had basketball, and in some places it was a real powerhouse; girls' basketball was more important than boys' basketball.

Iowa was the last state that went from six-player girls' basketball to five-player, because it was so popular. The little towns in Iowa didn't want to give it up. Everybody went out to watch; it was just fabulous. Do you know why they gave it up, finally? A lawsuit, because the girls who were playing six-player couldn't compete for scholarships at the higher-education institutions anymore. That's a time when the scholarships maybe destroyed six-player basketball, and there are a lot of us who don't look back and don't

regret it, but if you grew up in Iowa back then, that was huge.

What were the implications with the loss of cash flow with the publications?

To be honest the NAGWS is still struggling with that. We are still trying to find a niche and have spent a number of years trying to do coaching clinics and officiating clinics. One of the realities is that when Title IX passed, whatever sports opportunities there were for women grew exponentially, no question about it, but employment opportunities for women plummeted exponentially, and I absolutely believe that was money. As long as it was the housewife or the kindly teacher who was willing to spend her time doing it after school for probably no reimbursement or minimal, they were glad to let the little ladies do it.

Once we got Title IX, and we got a higher level of competition and more money in the programs, then they decided that they needed to bring in, in their mind, higher-level coaches, even though there was this cadre of coaches and officials who had been doing just fine. Part of that was that the people making those decisions now, instead of women, were men, because the men had integrated to some extent, and they knew the good men coaches; they didn't know the good women coaches, so they tended to hire—and this was before you had to go through search committees—the people they knew would be good.

Plus, men were probably interested when there was more money, and they hadn't been before.

Absolutely, there was a market now that made it much more appealing. My dad would donate his time for me, because I wanted the opportunity, and there are still many dads who do that. At the youth level most of that is still volunteer, of course, but at the employment level there was all of a sudden some money there. I look at what officials make today, and I think, "Gosh, I should dust off that badge and get back out there!" [laughter] It's

not just ten dollars a game anymore, but they have a lot of pressure that we didn't have either, because of the crowds that they are officiating in front of.

When we talked earlier you mentioned the "New Agenda" gathering in Washington, D.C.

That was a fabulous nationwide conference in 1983 or 1984, when I was NAGWS president, and it was pulled together by a number of women's athletics organizations. NAGWS was certainly one of them, the Women's Sports Foundation, and probably Girl Scouts. I don't really know who all of the players and sponsors were, but they called it the New Agenda for Girls and Women in Sport, and it was to pull together all of the leaders of women's athletics in America who would, because of Title IX and the opportunities it presented, create the new agenda for women in sport and athletics.

There was this incredible sense of hope. Even with the NCAA taking over sports, there were going to be scholarships, and there were going to be competitive opportunities. The Olympic coaches would be just as good for the women as they were for the men. We had a phenomenal cadre of female athletes who came to the "New Agenda," and the one I remember most specifically was Billie Jean King, because she was still at the height of her playing career. That was the level of people who came; these were the change agents in women's sports who were going to, from that point on, create the next twenty years.

We never had another one that I am aware of, but it certainly launched a number of people with a number of ideas—not in as organized a fashion as maybe they thought, that everybody would leave with their plan and would go implement the plan—but it certainly did provide an impetus to realizing that we can control our future, even if the men have taken over women's championships. How do we work with the NCAA? How do we get women into that structure? How do we help women who are losing their coaching jobs, their athletic administrator jobs, their trainer jobs, and their officiating jobs? How do we help them

to get jobs? What are, basically, strategies for implementing Title IX that will make sure that women are determining their future, or at least having a role in it, rather than just saying, "OK, men, tell us what to do." Billie Jean King didn't ever say that in her life, I can tell you. [laughter]

Also, this was during the Reagan era, and a number of people have noted that the Reagan era was hard on Title IX as far as the court challenges that were coming up. Was this a way of reinvigorating things or trying to get things kick-started?

I can't say that that thought came to my mind, but it certainly would make sense. Many of the people who were the leaders at the time would have been very politically active, and quite likely it was part of the push there. There was that reality that the law had been intended to be fully implemented by 1976, and it wasn't close. We needed to be proactive; we needed to take some charge. To be honest, the government has never really helped. It did pass the law, but having passed it they seem to have forgotten about it.

So, here we are, thirty-five years and seven generations of college-age students later, still trying to get equitable programs. They are much better than they were, and the kids today mostly are very pleased that they have these opportunities; some of them have some history, and they are always fascinated by it. They may think it's funny, but there is an appreciation from many of them that others came before, and it hasn't always been this way for them. But I think they see some differences still, too. We are very fortunate on this campus that they've really minimized those differences, but there are places where it's still quite a divide between what the men have and what the women have.

You were talking about the transition with the NCAA getting the women's championships, and you mentioned earlier that there was this twenty-fifth anniversary that the NCAA celebrated with women's sports, but it was really "twenty-five years of women's sports with the NCAA," as opposed to "twenty-five years of women's sports."

Exactly. I had just taken on my new position, so I had gone to my first ever NCAA convention. It was touted as, "Twenty-five years of women's athletics," and it was wonderful in a way, because they had all of these programs, and they definitely had a major thrust on the women's side of things, which is not as rare now as it certainly would have been twenty-five years ago. But I couldn't help but think, "Where were they twenty-six years ago? Did they really think this just started?"

This would have been 2006, so it must have been 1981 when they started the championships, which makes sense in counting backwards. Of course, we'd had AIAW, and we'd had a negotiated TV contract, and there had certainly been lots of sports prior to AIAW even, but they didn't really acknowledge that it was twenty-five years of NCAA. It was, "Twenty-five years of women's sports." It was like they were saying, "It didn't start until we started it." To their credit, though, many of the people that they brought in as panelists had been through the same years that we've been talking about and some of them even before that. They made it clear to any audience member that it hadn't always been NCAA, and as wonderful as it is now, there was a lot of history that they were missing.

The same thing happened to me at Miami; I had a wonderful intercollegiate opportunity and experience at Miami, but I got an e-mail maybe five or six years ago touting, "Twenty-five years of intercollegiate sports for women at Miami." Of course, that was long after I graduated and had all these experiences, so I gently reminded them as nicely as I could, "How wonderful!" but they might want to also remember that there was women's sports long before that. I kind of got a disappointing response.

It's not unlike when we are born—we think the earth started when we got here—and I think that's probably not an uncommon thing. I know what happened when I got involved, and they just weren't really honoring the history that got them to that point. I find that disappointing. I'm not one of these people that think the women have to all grovel at our feet and say thank you every time they get an opportunity, but I do think the

organizations should value that how they got to where they are was on the backs of the work of a lot of people, many of them women.

Well, how did you end up at UNR?

Actually, in athletics now we call it "Nevada," I've been taught, so I will say Nevada, and it is a good thing; we were here first. I discovered how good that was after I'd moved here. With my national involvement many people would just assume that I was in Las Vegas; UNR had no meaning for them. There are a lot of places where an initial might mean something. When I was at Illinois we were U of I, and people in Illinois at least knew what that was. That could have been Indiana, although they go by IU. You say MSU, and that could be a number of institutions. I think that happens with UNR nationally, sadly, in large measure because UNLV won a men's national basketball title in 1991, so that's what people know.

They have been relatively controversial, too, over the years, and it's not necessarily been good publicity.

[laughter] They certainly have' you're right, but people know them more than they do us, so Nevada is an opportunity for us to get a real name out there, rather than initials that may or may not connect to us.

I had been at San Francisco nine years, and I'd enjoyed it very much, but people started contacting me with the assumption that I might be interested in moving on. It got me thinking that indeed it might be a good time to find a new challenge. Then the earthquake hit [the Loma Prieta quake of 1989], and I thought this was maybe a really good time to think about not being in San Francisco for a while. I was actually on the Bay Bridge, the one that collapsed, and I was on my way over to Reno for a conference. The bridge collapsed one day; the next day I was in Reno, and at that point I found out that there was a campus here—I didn't even know there was.

When you live in the Bay Area you frequently will vacation over here, and we would come to Tahoe or to Reno almost every three-day weekend.

I remember saying one time, "Gosh, if there was a university here, I could be really interested," not knowing that there was a university of long standing.

A few of the people at the conference said, "We've just formed this new college. We've done all the work of forming the college and are now in the process of hiring a dean. Do you have any interest?"

I thought, "Gosh, I might," so I said, "Send me the stuff." When I looked at it I thought, "They have written this job description for *me*. This is my job."

It was a new college bringing together many of the health and human science fields, and they were looking for a strong administrator more than anything else. It wasn't male or female; there wasn't any issue like that. It was, "We need somebody who has some knowledge of some of these fields, at least, but more than anything someone who can do the work of developing a college that didn't exist into what we hope to be a recognizable, meaningful, long-time college on this campus." So, indeed, I did apply and was fortunate to get the interview, and I was offered the position as founding dean of the College of Human and Community Sciences.

What did that position entail?

It really was immense. They didn't tell me this during the interview, and I didn't even think to ask, but apparently the formation of the college was quite controversial. It was not something I had even thought to ask about, or that they had chosen to share with me. Not everybody thought that forming this college was a good idea, and I discovered that the criticisms actually came from a few fairly powerful people. The dean of the Graduate School, I've been told, had not been supportive. The dean of the School of Medicine, I was told, was not supportive, and we were the health college, so this was major.

Fortunately, the president, Joe Crowley, was very supportive. I had had the opportunity to interview with him, of course, and in many ways I came because of his support. He clearly

had a vision, and he saw how this college would indeed help the whole campus to move forward as we were transitioning as a campus from a predominantly teaching institution to a more balanced institution. Some people think we have gone overboard with research. I think, having been at a Big Ten school and having been at a Cal State school, I came here in part because there is a balance. You can succeed as a teacher and as a researcher here. I like that, and I don't think we've lost it, although not everyone agrees with that.

I had to overcome the reality that not everybody thought that this college was even a good idea. I had to overcome the reality that nobody knew what the heck Human and Community Sciences was. It was basically a title negotiated by the faculty who had come from all over campus and had never worked together before. There were people from the former College of Arts and Science; there were people from a School of Home Economics that didn't even exist anymore; there were people from the School of Medicine, and I can't even remember where else on campus. They didn't understand each other; they didn't know each other as people, let alone as professionals, and we had this title of Human and Community Sciences. I was supposed to go out and start raising money, and we had alums who didn't relate to that. Every unit that came into the college changed its name, so the alums didn't even relate to the unit that they graduated from, let alone the college.

I never did get an associate dean until the last semester before I was leaving, even though it was in my contract, signed by a person who is no longer here. Financially, they were never able to honor that part of the contract, so I'd never had an associate dean or any help with it. We had a lot of energy, and morale was very high, and we decided we were indeed going to make this college work.

I came in 1990, and in the first year I was here, January of 1991, was the first Iraq war. The dean of the School of Nursing at the time was in the military reserve—I believe she was air force reserve—and she got called up. Nursing was free standing; nursing had been invited to come into the new college, which is what they called it then.

That was the first thing I had to do is have people quit calling it the new college and call it by its name. Language matters.

All of a sudden, nursing had no dean, and they were not in very good shape. There was no senior professor who could have come forward, so I, being young and naive and new, went to the provost at the time, or vice president for academic affairs, and said, "If you need any help, let me know."

They said, "Of course! Why don't you become acting dean of nursing, too, in addition to doing this new college?"

I did that for a couple of months—that war went very quickly, as you remember—and the dean did come back, but immediately resigned her position. So, what I thought was going to be very short-term became a long-term interim situation. President Crowley, at the time, decided to take advantage of that and to do a study to see if nursing should appropriately be in the College of Human and Community Sciences. They studied it, got faculty involved, got Faculty Senate involved, and they did decide to come into the college.

I remember before Joe Crowley made the final decision he called me over and said, "If I give them to you, are you sure you want them?" [laughter]

To this day I'm not sure what answer I should have given. I remember going home saying, "I either did the smartest or the dumbest thing I've ever done in my life, and I guess only time will tell." I think it was smart; the college was benefitted by nursing coming in, and nursing was benefitted by being in a larger unit. At some point they will become independent again and probably should when the current president thinks the timing is right. It was a good thing at the time, but that kept me very, very busy for years.

How did you end up becoming involved in sports again here at the university?

Immediately upon getting hired I went back to President Crowley. Even during my interview we had talked about his involvement with the NCAA, and I had been informed that he might very well become president of the NCAA. As it

turned out, a couple years later he did, but he would still maintain his presidency here. I went to see Joe and reminded him of my interests, and he immediately put me on the Intercollegiate Athletics Board.

Joe asked my opinion about adding some women's sports; the ones they had in mind I suggested might meet the intent of Title IX, but I didn't see how they really were going to be successful. They were looking at bowling and equestrian, and they were thinking they could do crew at Lake Tahoe. They weren't bad ideas, but I didn't think they were good ideas, and I was pleased that he asked my opinion. Joe was very good at collaborating; I'm sure he put my thoughts in with many other thoughts, and they ended up not doing bowling, crew, or equestrian.

I made a point of going over and meeting Angie Taylor, who had just been appointed in the Athletics Department, and she was very busy herself. As I was making the rounds, there were



Joe Crowley

some people I wanted to be sure I got to know, and I wanted them to know of my interests, so if there were opportunities I would be thought of. Talking to Angie helped when they started to form Pack PAWS. They contacted me to see if I was interested in being a member of Pack PAWS, and, of course, I have been since its inception and became president of Pack PAWS in 2000 or 2001. I've always gone to the games just as a fan, and I wanted to support women's athletics, so I was on several search committees, one of which hired Cindy Fox, who is now the executive associate athletic director. I was on the search committee for the current basketball coach, the current soccer coach, and just had a lot of opportunities to volunteer.

I think it was that volunteering, coupled with my pretty uncommon background as a woman in athletics that resulted in—after fifteen years of being a dean, which is a long time to be a dean—their asking me if I'd like to consider a new position, which is the position I'm in now. We decided I would spend another five months or so helping to transition out of the college, and that's why I was dean for fifteen and a half years. It was announced in August, but I didn't move until January.

Do you remember how many years you were on the IAB?

It seems to me two or three. It really didn't function very well.

Was this before Eric Herzik was chairing the board?

I believe John James was the chair back then, so it was probably pre-Eric. The athletic director attended sporadically; the faculty athletics rep attended sporadically. Community members would come and go, and faculty had interest if there was some burning topic, but their interest in IAB would wane as the interest in the topic waned. It was so dependent on a faculty member making it work, and the Athletics Department supporting that faculty member. In my opinion—and I said this to Joe—I just didn't see it being viable. It was

a presidential appointment, and I don't know if there were guidelines, or if the president just made the decisions.

There were community members; there were faculty; I don't believe there were any students. The administrators I can think of were the A.D. (Athletic Director) and the SWA (Senior Woman Administrator), which was Angie at the time.

In fact, we just had a meeting of the Athletics Advisory Committee yesterday, which is what we call the successor to the IAB. We are trying to get that reconstituted, and it is being reconstituted as a presidential committee, but with members nominated by the Faculty Senate. We have four students involved; we have SEC (Staff Employees Council) involved. A majority are faculty, but we also have Admissions and Records, and Financial Aid, and Tutoring Center, and a number of entities that are directly involved. Time will tell, but hopefully we'll do what the women in AIAW did—we'll take the good parts of IAB and use those, and see some of the things that we don't think worked as well and try to go down a different path.

You mentioned also being involved with Pack PAWS from the beginning. What was the main purpose of Pack PAWS, as you saw it?

I saw it, and I think most people did, as a women's booster group. We were there to support and help raise money for women's athletics. The sense was that AAUN was predominantly there to support the men's athletics program, and they did an excellent job of it, but they had not really embraced the women's side of things, in the judgment of many people at the time, and they probably wouldn't. I'm not sure there had even been a woman on the AAUN board back then. It was really that classic men's club that loved athletics, and it's the reason so many women weren't getting hired into jobs. The men controlled men's athletics, and Title IX didn't really change that; it just moved women's athletics under them.

So, this was a chance in 1993 or 1994 or so, to take a separate group, to try to take advantage of what we thought was some community interest in women's athletics. Some major donors might very

well have wanted to support women's athletics but didn't want to support men's athletics. We thought it just might be a way to help boost the women's side, bring in some new dollars, some new people that might be interested in supporting athletics if they knew that their money and attention was going to go to the women's side of things, and I think it worked.

What kinds of activities have you been involved with over the years with Pack PAWS?

Almost everything, I think. The AAUN tends to raise money, but they don't really get involved in the activities of raising money. Some of that may just be men versus women; the women want to be more involved and get to know some of the student-athletes and the coaches, and they want to put on the events, as well as raise money through them. We had a golf tournament that was actually very successful.

Did that involved Patty Sheehan?

I remember Patty being on our executive committee for a couple of years, and she did come to meetings; she was very helpful. The time I remember Patty was when she was the emcee of our Salute to Champions and just did a fabulous job. She has a wonderful personality and, of course, just her name brought people in. We very early on realized we wanted to bring in a big-name, female athlete, so we brought in some real powerhouse names, and that has always gone very, very well. Patty might have been involved with the golf tournament, but I don't remember that.

We tried to bring a coach in to each meeting, so that we could hear directly from them. We had student-athletes on our board, as opposed to AAUN, which did not. It was a chance to just interact a little bit, and we tried to get a place where Pack PAWS members could always sit at games. There would be a big banner, and if you didn't have somebody to go to the game with, there would be somebody you would know, or somebody who would say, "Hi, are you a Pack

PAWS member?" It would be more comfortable going to a game if you had never been before. That idea has fallen by the wayside, but those were the kinds of things we tried to do—both generate interest and generate money.

Do you remember anything about what the budget was like?

Well, we always had basically one budget. We had to raise a \$100,000 for scholarships. Now, that number went up—it started smaller than that—but whoever has been the A.D. at the time has always tried to bump that number. Chris Ault certainly did, and Cary Groth has continued that. So, we try to continue to grow the organization and grow the amount of money that we raise, but when I was president the dollar figure was \$100,000. We didn't have any money that we didn't raise; we were not given an operating budget. We were a support group, and we were supposed to raise money, not use money. We had to put on our events and pay whatever expenses we generated from that and then at the end of the year, hopefully, have a \$100,000 profit that we could give to athletic scholarships for women.

You mentioned the golf tournament—was that something that they were doing during your tenure?

Yes, we did it a couple of different places. We used Wolf Run once; we used Redhawk a couple of times, and I think we might have used Northridge once, but I'm not certain.

How do you think the Pack PAWS mission has evolved over time? Or do you think the Pack PAWS mission has evolved?

I think it has and rightly so. We formed because there was a sense—and I think it was real—that there wasn't a lot of support for women's athletics. I'm not sure that AAUN had been asked to support women's athletics, but they thought that they did. Again, it's like the men in the 1970s and 1980s—you can pass a law, but that doesn't mean

anybody understands it or really knows what it means or how to implement it.

I think the AAUN was, in some ways, in that same situation. Even if their heart was in it, they didn't really know what that meant. They knew what they had always done, and it was a very successful organization, had raised a lot of money. I think probably most of them thought, "Well, we will just say 'Yes, we do women's, too,' and that will be enough." We knew that it had to be more than that.

So, there was certainly a significant educational component and—probably militancy is too harsh—but a real sense that there were some battles to be fought, and that this was not going to be easy. We were too far past the implementation of Title IX to be as far away from gender equity as we were, and needed to ruffle a few feathers. Different people approached that differently. Some were quite anxious to ruffle, and some ruffled with reservation, and some really wished we had never gotten into the ruffling business, at all.

I think we've been evolving as a group with all three of those levels of ruffling going on, and now I think many people see it as needing less of the major ruffling and more of the reminder. AAUN has really embraced women's athletics, in my opinion. The current president, Jerry Cail, is just amazing. He comes to women's events; he came to a retreat that we had; he will speak up at an AAUN meeting about things that Pack PAWS is doing.

I think that a lot of what you are seeing is simply the reality that some of the men were willing to be educated; some of them thought that they *had* been and just saw a wider opportunity; some it never really occurred to them; and some may never get there. We understand that; that is society. But they view themselves, as an organization, as more involved in women's athletics now than ever before. Certainly, some individuals have just been right there beside us and helped make a huge difference. They have agreed to take on some of the fundraising aspects, so that we don't necessarily put on the events anymore, and some people miss that. Some people *want* to do that, so there are pros and cons both ways.

The reality is that, in our current Athletics Department, the athletic director wants the professional event planners to do it. In her mind, I think, it's an assurance that we're not dependent on volunteer labor, which often works well, but sometimes doesn't. It assures that there are people to hold accountable if there are problems or issues, or if it's not done as professionally as she wants it done. You can see both arguments.

From when you first got here and first got involved with Pack PAWS, do you think there were visibility issues with women's sports?

Absolutely. There still are.

How do you see Pack PAWS having addressed some of that?

I don't know that we have done a lot yet. One of the things that came out of the retreat was that we want to try to increase the fan base. The best way to do that is to get people out, have them watch, have a good time, have them get to know the coaches and student-athletes. The student-athletes sell their program; they are just such wonderful kids, and that is male and female. They are the best time-management people on campus; to be able to do what they have to do, it just uses phenomenal skills. Most of them are very, very bright, very articulate, and they sell the program.

I think you will start to see that, as people come and watch the product and get to know the players, they will come back. And if we win, it really helps; people like to back winners, no question about it. If you went to some of the women's games where they used to invite elementary kids, and if one of the players had been out reading to the class or doing something in the school, then there would always be a sign, "Hi Kate!" from whatever elementary school, or "We back No. 3," or whatever. People like that interaction with the players and with the coaches.

We still don't have the fan base that we should have. This town has no other athletics at the collegiate level but us. We don't compete with Pac-10 teams; we are the only game in town. We

ought to be it, and we ought to be it with men's *and* women's athletics. Some are more conducive than others—it's hard to go watch the rifle team—but it's not hard to watch the basketball team or the volleyball team or the softball team.

What do you think the answer to that is? Just getting the players out there more, as you said, since they sell it themselves through activity?

They do. While there's not a lot of athletics in this town, there are a lot of things to do, so we are competing with a very busy town and a lot of people who would rather be outdoors than indoors. As there is more televised, I think that will help. There are many men that I know that would rather watch women's basketball at the collegiate level than men's, because it better reflects the kind of ball they play. Most of the men I know can't dunk the ball. There is a lot of defense, and it's what they remember or what they even play in their club leagues. Women don't play above the rim; their game is below the rim because of height. We all love to watch Nick Fazekas, but we can't play ball like him. The men think they can play ball like the college women; they can't, but it's closer to what they remember.

And you know it's a fun game to watch, because you can go sit right at courtside for five, seven, or ten dollars, whatever the cost of admission is. You try to get a ticket to the men's game, and if you can even get one, bring your binoculars. A lot of people like that, too; it's a more intimate environment. Now, hopefully, that will grow; I think it just takes reminding people that that's an alternative. I know the Athletics Department is really promoting women's basketball this year, and they are having a promotional night almost every night, and I think that will help.

We talked briefly about the fact that in 2006 you started this new position. Do you want to describe that position a little bit and talk about what it entails?

I oversee an athletic academic program and a compliance program. Compliance is NCAA rules

and regulations, conference rules and regulations, and university rules and regulations. They are the people who try to make sure that administrators, coaches, student-athletes, donors, and friends of the university don't violate any of those rules. If we identify someone who has violated a rule, then it's our responsibility to self report that. The NCAA counts predominantly on self reporting. The NCAA rule book manual is 500 pages thick; it is the most densely worded document, and every sentence is a rule.

So, the reality is you will have violations; every institution does. We are known for, perhaps, over-reporting because we report everything. Our philosophy is that we would rather do that and be viewed as the clean program that we are. We've actually had some sent back to us saying, "We've reviewed this, and we don't believe it's a violation," and that's wonderful. Rather than when we do have an issue the NCAA says, "You know, you've always been kind of suspect, so we're going to clamp down on you." We have a reputation both within the WAC (Western Athletic Conference) and in the NCAA as having a clean program, even though we do report violations every year. The programs you worry about are the ones that claim they never have any violations, because they do; you can't *not* have a violation.

We had one you may remember just last year, because it made some press around here. One of the casinos, just as we were starting with the WAC basketball tournament, had started a betting line and used our student-athletes' names. You can use the team, but you can't use a student-athlete to promote your business. I went down there when it was brought to my attention, and they were great. I met with the president, and they immediately pulled it. They thought they were just having fun, but we wrote that up as a violation. You couldn't have anticipated that happening.

That was one, actually, that the NCAA wrote back and said, "We appreciate how you handled it. We appreciate that the casino was supportive, and we are not going to view this as a violation." We wanted to err on the side of caution and make sure that they knew about it.

We try to be proactive. I have a director of compliance who reports to me, and our coaches

are very good about going in to talk to her and inquiring, "I want to do this. Can I?" or "This just happened. I think I have a problem. I think I might have violated a regulation." They are very proactive and very good about trying to preclude having problems. That is a full-time job, and she has a full-time coordinator of compliance, so it's actually a two-person operation, plus me, and they work more than forty hours a week.

On the academic side of things, we have a director of academics, and she has three advisors who only advise student-athletes. We could use more help even there, but I think we do a pretty good job. We have tried to change the culture there; it had been a very reactive culture. We have completely changed the personnel there, and we're asking them to be more proactive. If you wait for these very busy student-athletes to come to your doorstep and ask about a class, you may be waiting a long time, so we are asking them to get out from behind the desk to go to practices, to make sure that we are in close contact with the student-athletes.

If they are having difficulties with a faculty member because of the athletes' travel schedule, then we write letters that the student-athletes take to the faculty member saying, "These are official dates where we will be gone."

Then the student-athlete asks the faculty member, "Can you work with me on this or not? Am I going to be missing so much that I just can't take this class, or would I have an opportunity to take this test, that is scheduled when we are playing in Hawaii, at a different time?"

I travel with some of the teams and do study halls for them. I try to help provide opportunities for them to study when they are on the road. I've had some faculty ask if I would proctor tests, that they are willing to have the test taken at a different time, but they want it proctored by an academic person as opposed to a coach, which we prefer, too. It's better for everybody.

With online courses that helps a lot. Our students are able to do some things with their computers that ten years ago they wouldn't have been able to do. Of course, with e-mail they are able to stay in touch with professors more, and

they can actually submit a paper on time, even if they happen to be in Ruston, Louisiana. They can't hand it to the professor, but they can get it to them, and e-mail is date and time stamped. There have been some advantages with technology, but it is still a handful. With 425 student-athletes and a campus this big, they are all usually taking about 15 credits plus summer school, so that is also a full-time job.

Out of the 425 student-athletes about 40-45% would be women?

I think it is going to always vary. The number changes, literally, daily. We have students drop off teams or be kicked off teams or be added to teams. I would guess we are probably fairly close to 50/50 when you keep in mind that in women's track the same individual is sometimes counted three times. That is an Office of Civil Rights decision, so in terms of opportunities we are very close.

Because there is indoor track, outdoor track, and cross-country.

Exactly, and they each have their own championships, so they are each considered a separate sport. When you look at the numbers, I would guess that we are still pretty close in terms of male and female. Somewhere between 40/60 to 50/50, depending on when you count. We have more women's sports than we have men's sports, and it's a moving target.

Especially when football teams are being pared down, and squads are getting smaller, at different times of year it's entirely different, too.

Look at women's basketball; last year I think they had a squad size of twelve, and this year they have seventeen. It was a decision the coach made because of the depth that she had this year, so it always varies.

I also serve as the Faculty Athletics Representative. Every institution has one FAR, a representative to the NCAA. I do quite a bit of traveling because of that. I am on the FARA,

Faculty Athletics Representative Association executive committee as a Division I representative of all the FARs, and I go to the NCAA convention.

I am the director of the drug-testing program for student-athletes, which is very time intensive. We have, I think, a model drug-testing program. It's expensive, but we believe it's a student-well-being issue, and it's a student-health issue. If we have students who are using drugs, we need to catch it; if it's just a bad decision then we need to counsel them, and if they have a problem, then we need to get them help.

Are there different issues with women athletes than with male athletes in that realm?

No, there aren't. We have had positive drug tests for women and for men.

I'm just wondering if there are different things that you are testing for sometimes with women versus men. Are there different issues with steroid type?

No. We don't test steroids on a regular basis, and by regular I mean weekly. We test weekly. There are many programs where they test once, and I don't mean once a year, I mean *once*. Hawaii tests once when they come into the program; everybody knows they are going to be tested, stay clean for a while, and then who knows what they do.

We test over 500 student-athletes every year, so some get tested more than one time, but we are testing more for recreational drugs: cocaine, marijuana, and heroin. We also test for alcohol, and we can test for steroids, but that's a special test, and we do that if our trainers or a coach or a weight staff member have a concern. Usually, that will tend to be men who we are asked to test, and they don't even know they are being tested for steroids. They give the same sample, but we just do a different test on it. I haven't had any requests for a steroid test on a woman student-athlete, but it could happen.

In your capacity as FAR, since you're at the NCAA meetings, and since you have been involved with

NAGWS, what kinds of changes has that allowed you to see from the national perspective?

One of the biggest changes is that there are women FARs—there never used to be—and they are moving into leadership positions. Myles Brand has been president of the NCAA for, I think, five years. He was a university president, and he left that presidency and moved into the NCAA, which is a full-time position, as opposed to the way Joe did it in the early 1990s.

That changed a couple of years after Joe left?

Just after Joe left they did a restructuring. Myles brought with him a commitment to the academic side of the house and started what is commonly known as academic reform, and the FARs are a critical part of the academic reform. Myles said, "We're not going to have these athletes," like I talked about when I was at Illinois, "who really have no business being in college. We want them to be student-athletes, student first."

You may have seen the advertising where they have that great thing about four hundred and some thousand student-athletes, and most of them will go professional in something other than sports, and that's absolutely true. Last year on our campus—425 student-athletes—three signed pro contracts, and that was a very good year. None of them are playing regularly, by the way.

That was two basketball players?

And one football player, Jeff Rowe, our quarterback, signed with the Bengals. But are there athletic differences? I'm sure there probably are. There are horrendous financial obligations that athletic programs have; fewer and fewer put state dollars into it. I think Myles is very gender-equity oriented and certainly would not allow slippage. I don't think it's his top priority; academics has been his top priority, in my opinion. I think it would be hard to go back on the national scene, but there is still a lot of work going forward, no question about it.

We spoke earlier about the first year that you were FAR; you and Chris Exline were sharing duties for the first year and transitioning. Do you want to talk a little bit about that?

Chris had been the FAR for twenty years here and did, in my opinion, a fabulous job. He cared so deeply about the student-athletes. I considered him a friend, and he was just a great guy, but he had been doing it twenty years, like I had been dean for fifteen years, and there just comes a time.

I think Chris probably was thinking that he wouldn't continue it forever, but I'm not sure he was quite ready to step down when I was appointed to the new position. So, the decision was made that Chris would stay on as the FAR, and at the time when Chris stepped down I would become the FAR. There was some disagreement, and I think Chris felt, truthfully, pushed out. I think that had he just said, "Well, fine, I'm done. Let Jean do it," they would have been fine with that. I believe he probably would have liked to have stayed a few more years.

But the decision was made, "Let's let Chris stay one more year. Let Jean learn on the job at Chris' knee," if you will, and then in July 2006 I would be the official FAR.

I did start doing a lot of the paperwork, which wasn't Chris' love, and he did a lot of the work with the student-athletes. It was working just fine, but Chris had some bitterness about it, and rightly so. It wasn't handled well; it was handled very indelicately I thought, and Chris thought. They basically told him, "Thanks for your twenty years, but we don't want you anymore." I think there was a way to honor his twenty years that just wasn't done. Then, sadly, he died very suddenly in April of 2006, and so I did take on the official role upon his death, a couple months early.

Are there any other committees that you've served on while you've been at UNR that touch on athletics or general recreation?

We are starting the Athletic Advisory Committee, which is the successor to the old IAB, and I chair the AAC. We have gone through

the NCAA certification twice now; it's like academic accreditation in a way. Joe actually was instrumental in starting that, and he was president when the NCAA started their certification, so he volunteered Nevada to be among the first, which was around 1993, when he was president, and I was on one of the committees. When they came back five years later, around 1997 or so, I was again on the certification committee. They went to a ten-year cycle, so they haven't been back for a while, but they are getting ready to come back again, so I'm assuming I'll be involved in some capacity.

What were some of the issues that you were involved with regarding those reports?

I was on the gender equity subcommittee. There were four subcommittees, and there were four standards that we had to meet. I remember one was dealing with finance and budget; one was dealing with academics; one was gender equity and minority—it was more diversity. I just don't remember what the fourth one was.

So, the issues that you were dealing with at that time with the reports would have been the compliance issues?

They were the gender equity and minority issues more, "Are we in compliance with Title IX, and are we giving equal opportunities for minorities, both as employees and as student-athletes?"

We had some challenges in both of those areas. That is part of what the certification is there to do—not to come in and say, "Yes, of course, you're wonderful," but rather to give you an opportunity to study yourself and to guide that study, so that if there are areas that need improvement, you would identify them, ideally, and evolve a plan for improving them.

As a result of those certifications we did develop five-year plans for gender equity that in some aspects we moved forward in, some we didn't. Like many five-year plans, when we write them we think they are brilliant, and five years later we'll be right on target. Sometimes,

five years later we realize the plan wasn't all that good; maybe there were some areas where we were off base, or some that we totally missed. I think, probably, that's not an uncommon thing, but I'm not sure either how seriously everybody took the five-year plans for gender equity. Pack PAWS took them very seriously, but I'm not sure the administration referred to them on a regular basis.

I think it was one of those things that can happen in administration; it shouldn't, but it does. We've got our plan, so, "Good, we did that. That's a check-off." I don't know that it really guided a lot of decision making, but I wasn't in that role, so it might have.

There wasn't a whole lot of tracking, maybe.

That's my sense. I don't think it probably guided a lot of decision making, and I don't think there was much tracking, other than what Pack PAWS did.

To finish up, do you want to say a little bit about the changes you've seen in women's athletics from the time you started out as a youngster to now?

It's been phenomenal, and it's so important to focus on how we've gotten to where we are, with an eye to the future, certainly, but I hate to get overly bogged down in the negative when there's so much positive to look at—when you look at a little girl who is basically told, "You can't play Little League," to the opportunities that the young women have today, and, frankly, to the way the young men interact with them. I watch our student-athletes interact with each other, and there's not a sense of the female athletes being a bunch of Amazons or anything. They are in the weight room together; they are in the training room together; they support each other.

With the consciousness that society has of female body image, in particular, there is a reality that athletics is a good weight control. It gives you a body that people appreciate and, frankly, people like muscles on women now. That's quite a change from the 1940s when you were supposed to be alabaster skinned and as soft as you could possibly

be. I look at some of these student-athletes, and they are incredibly strong, but because of women's physiology they are never going to be muscle bound. So, you can lift quite a bit of weight, and it tones you, and it does strengthen you, but you're not going to look like a football linebacker.

I look at the Hollywood people, who we often look to for body image, and I see how strong they are. They lift weights; they train now, and it's just a *total* societal change, where athletic, strong women are valued. They are not an aberration anymore. When we were in high school you could do whatever you wanted with girls' sports; that was fine, and hardly anybody even knew you did it, and nobody particularly cared. Now that's kind of who the cool kids are—what a nice change.

PHOTO CREDITS

Page	Credit
2	University of Nevada Athletics
21	University of Nevada Athletics
23	Mary Conklin
33	University of Nevada Athletics
41	University of Nevada Athletics
90	University of Nevada Athletics
106	Devin Scruggs
107	Devin Scruggs
122	University of Nevada Athletics
141	University of Nevada Athletics
169	<i>Reno Gazette-Journal</i> , June 3, 1979
184	Kristen Avansino
192	Kristen Avansino
195	Kristen Avansino
202	Charlene Bybee
206	Charlene Bybee
217	Mary Conklin
222	University of Nevada Athletics
230	University of Nevada Athletics
246	University of Nevada Athletics
266	University of Nevada Athletics

Page	Credit
300	University of Nevada Athletics
304	University of Nevada Athletics
306	University of Nevada Athletics
307	University of Nevada Athletics
310	University of Nevada Athletics
312	Jerry Ballew
315	University of Nevada Athletics
322	University of Nevada Athletics
324	Special Collections Department, University of Nevada, Reno Library
329	University of Nevada Athletics
332	Kevin Christensen
342	<i>Reno Evening Gazette</i> , Nov. 13, 1979
351	Kevin Christensen
357	Kevin Christensen
360	Kevin Christensen
361	Kevin Christensen
367	Kevin Christensen
368	Kevin Christensen
370	Kevin Christensen
380	Kevin Christensen

Page	Credit	Page	Credit
392	University of Nevada, Reno	641	University of Nevada Athletics
	<i>Artemisia</i> Yearbook	646	University of Nevada Athletics
394	Kevin Christensen	650	University of Nevada Athletics
396	Kevin Christensen	658	University of Nevada Athletics
402	Kevin Christensen	662	University of Nevada Athletics
406	<i>The Nevada Sagebrush</i> , Oct. 24, 1980	687	Mary Conklin
410	University of Nevada Athletics	704	Ali McKnight
413	University of Nevada Athletics	705	Ali McKnight
422	University of Nevada Athletics	726	Ali McKnight
427	University of Nevada Athletics	727	Ali McKnight
431	University of Nevada, Reno	729	Ali McKnight
	<i>Artemisia</i> Yearbook	732	Ali McKnight
438	University of Nevada Athletics	734	Ali McKnight
440	University of Nevada Athletics	737	Ali McKnight
445	University of Nevada Athletics	742	University of Nevada Athletics
446	University of Nevada Athletics	746	University of Nevada Athletics
447	University of Nevada Athletics	753	University of Nevada Athletics
450	University of Nevada Athletics	758	<i>Reno Gazette-Journal</i>
456	University of Nevada Athletics	775	<i>Reno Gazette-Journal</i>
462	University of Nevada Athletics	789	Ada Gee
466	Kristen Avansino	790	University of Nevada Athletics
487	Mary Conklin	796	University of Nevada Athletics
494	University of Nevada Athletics	800	Mary Conklin
528	University of Nevada Athletics	834	Special Collections Department, University of Nevada, Reno Library
535	University of Nevada Athletics		
544	University of Nevada Athletics	839	University of Nevada Athletics
545	University of Nevada Athletics	845	University of Nevada Athletics
546	University of Nevada Athletics	855	University of Nevada Athletics
555	Mary Conklin	862	University of Nevada Athletics
564	Ali McKnight	865	University of Nevada Athletics
570	University of Nevada Athletics	880	Mary Conklin
577	University of Nevada Athletics	889	Mary Conklin
598	University of Nevada Athletics	914	Mary Conklin
601	University of Nevada Athletics	930	University of Nevada Athletics
612	University of Nevada Athletics	940	Devin Scruggs
630	Kurt Richter	943	University of Nevada Athletics
635	Kurt Richter	946	Devin Scruggs

Page	Credit
948	University of Nevada Athletics
977	University of Nevada Athletics
984	University of Nevada Athletics
990	University of Nevada Athletics
995	University of Nevada Athletics
1000	University of Nevada Athletics
1019	University of Nevada Athletics
1038	University of Nevada Athletics
1042	University of Nevada Athletics
1050	University of Nevada Athletics
1051	University of Nevada Athletics
1054	University of Nevada Athletics
1058	University of Nevada Athletics
1073	University of Nevada, Reno
	<i>Artemisia</i> Yearbook